4TH PHILIPPINE HUMAN RIGHTS PLAN

2024-2028



4TH PHILIPPINE HUMAN RIGHTS PLAN 2024-2028

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by

Department of Justice
Department of Economy, Planning, and Development
(Formerly National Economic and Development Authority)
Department of Migrant Workers
Department of the Interior and Local Government
Bureau of Jail Management and Penology
Philippine National Police – Human Rights Affairs Office
Council for the Welfare of Children
National Commission on Indigenous Peoples
National Council on Disability Affairs
Philippine Commission on Women
and
Presidential Human Rights Committee Secretariat

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MESSAGE*



H.E. FERDINAND R. MARCOS JR.

President, Republic of the Philippines

I BELIEVE THAT when the scales of history weigh our time, they will not linger on how passionately we spoke of justice but on how resolutely we pursued it. Words may spark debate, but only action has the power to create change.

Today, we are here to declare that the true measure of a nation's greatness lies in the lives it uplifts and the dignity it preserves. The launch of the 4th Philippine Human Rights Plan (PHRP4) is a testament to this truth— a living commitment to principles, equity, and action.

One year ago, the Philippines stood before the United Nations Human Rights Council and pledged to uphold human dignity as a cornerstone of our nation's development. This pledge made us part of a global tribute to the 75th anniversary of the adoption of the Universal Declaration of Human Rights. It reflected our resolve to place human rights at the core of governance.

The PHRP4 is a roadmap grounded in the challenges and aspirations of the Filipino people. It represents our dedication to the Vienna Declaration and Programme of Action of 1993 and integrates human rights principles into our national development strategy.

In my State of the Nation Address in 2022, my vision for national development was clear: We will focus on employment and livelihood, food production efficiency, improved access to education and healthcare, economic growth, environmental and climate change mitigation, and peace and order.

These priorities are rooted in three fundamental objectives that define what human rights are all about: Protecting human lives, uplifting human dignity, and advancing people's progress.

These objectives are not mere ideals but tangible commitments that form the backbone of this human rights plan. The PHRP4 is designed to transform our nation's human rights landscape into a beacon of inclusive growth and social justice, dedicated to improving the quality of life for all Filipinos.

We extend our gratitude to the Presidential Human Rights Committee and its Secretariat, the treaty lead executive agencies, and numerous support agencies for their tireless efforts in bringing this plan to fruition. This collaboration underscores that the promotion of human rights is a shared responsibility.

We also honor the valuable contributions of our partners—the Diplomatic Corps, the UN Country Team representatives, esteemed members of the Legislature and Judiciary, the Commission on Human Rights, and civil society and private sector organizations. Your engagement and support are pivotal to the success of this plan.

As we embrace this new chapter in our nation's history, let us be guided by the hope and resolve that the PHRP4 embodies. Let us continue to build a just, equitable, and inclusive future for our beloved nation, especially under the banner of "Bagong Pilipinas", where every Filipino can achieve their greatest potential with dignity and freedom.

Together, let us carry forward this enduring mission to improve the quality of life for all Filipinos.

Maraming salamat at mabuhay ang Bagong Pilipinas!

*Delivered on behalf of the President by Hon. Lucas P. Bersamin, Executive Secretary, on the occasion of the formal launch of the 4th Philippine Human Rights Plan, 10 December 2024, to highlight the Philippines' global observance of International Human Rights Day.

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EXECUTIVE SUMMARY

The 4th Philippine Human Rights Plan builds upon the successes and lessons learned from its predecessor plans, further advancing initiatives to promote and protect the fundamental rights of all Filipinos. The PHRP4 addresses critical human rights issues and concerns through eight thematic chapters, each outlining a set of actions designed to uphold the dignity of every individual and ensure that no one is left behind.

Serving as a strategic roadmap for human rights governance in the Philippines, the PHRP4 highlights inclusivity, equity, and sustainability, underscoring a steadfast commitment to rights-based solutions. Moreover, it seeks to strengthen institutional mechanisms and foster meaningful collaboration among government agencies, civil society organizations, and international partners.

One thematic chapter underscores the Philippines' commitment to the International Covenant on Civil and Political Rights, with the Department of Justice leading efforts to address extra-legal killings, enforced disappearances, and other civil and political rights violations. Key initiatives in this chapter include capacity-building programs, secure reporting systems, improved prison management, and integration of international human rights protocols into local policies.

Another thematic chapter focuses on inclusive development strategies, prioritizing equity, resilience, and sustainability. It outlines measures to improve housing, healthcare, education, and social protection, particularly for marginalized communities, while addressing critical challenges such as climate change and disaster risks. The National Economic and Development Authority, as the agency responsible for coordinating the implementation of the International Covenant on Economic, Social, and Cultural Rights in the Philippines, plays a vital role in ensuring the effective realization of these priorities and facilitating inter-agency coordination to achieve the desired outcomes.

Further, a dedicated thematic chapter addresses gender disparities by strengthening institutional mechanisms and implementing gender-responsive programs. Efforts include closing the gender pay gap, combating violence against women, and enhancing women's access to justice, education, and health services. The Philippine Commission on Women, as the treaty lead agency on the implementation of the Convention on the Elimination of All Forms of Discrimination Against Women, oversees the initiatives under this chapter.

Similarly, a thematic chapter led by the Council for the Welfare of Children focuses on addressing critical issues such as child poverty, abuse, and exploitation. This thematic chapter aligns with the 4th National Plan of Action for Children and reinforces the Philippines' commitment to the Convention on the Rights of the Child through targeted programs for child protection and welfare. The CWC's efforts are pivotal in ensuring that the rights and well-being of children are prioritized in national development strategies.

Addressing barriers faced by persons with disabilities, another thematic chapter emphasizes policy reforms, improved data collection, accessible facilities, and enhanced opportunities for employment, education, and political participation. The National Council on Disability Affairs is tasked with monitoring this chapter, drawing on its role as the lead agency for implementing the Convention on the Rights of Persons with Disabilities.

A thematic chapter led by the National Commission on Indigenous Peoples underscores the importance of protecting the customs, traditions, and cultural identity of indigenous peoples. This chapter emphasizes participatory governance as a means to empower indigenous communities while aligning national policies with international standards, such as the International Convention on the Elimination of All Forms of Racial Discrimination.

Another thematic chapter centers on the welfare of Overseas Filipino Workers, focusing on enhanced support services, anti-trafficking measures, and strengthened bilateral agreements. The Department of Migrant Workers, which serves as the lead agency for implementing the Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, spearheaded the drafting of this chapter.

Finally, a thematic chapter details initiatives to improve custodial facilities, strengthen anti-torture measures, and promote human rights education. The Department of the Interior and Local Government, as the treaty lead agency for implementing the Convention Against Torture and Other Cruel, Inhuman, or Degrading Treatment or Punishment, leads these initiatives. A National Preventive Mechanism is likewise proposed to monitor compliance with international standards.

PART I: THE 4TH PHILIPPINE HUMAN RIGHTS PLAN, 2024-2028

Introduction

Vision

Every Filipino has a part to play in our nation's journey to prosperity. The need for united and coordinated efforts of the public and private sectors, as well as civil society, has grown ever more vital as we enter into new years of post-pandemic recovery and as global headwinds threaten to derail our progress as a people. I invite every Filipino to share in my commitment to uplift the lives of our fellow kababayans as we work to achieve our nation's collective vision of a matatag, maginhawa, at panatag na buhay para sa lahat. Ang pangarap niyo ay pangarap ko. Ito ang ating plano. Mabuhay ang Pilipinas! Mabuhay ang sambayanang Pilipino!

President Ferdinand R. Marcos Jr.
Philippine Development Plan 2023-2028

President Ferdinand R. Marcos Jr. advances the realization of national development as a good government priority under his administration in partnership with a united citizenry. It is development informed by lives lived in higher dignity, especially by those at society's margins, embodied by socio-economic, cultural, and political stability, prosperity, and security. Citizens are deemed not simply as active partners of government in shaping development goals that shall best benefit them, but as empowered claimants to the benefits of such goals.

Along this thrust, the 4th Philippine Human Rights Plan (PHRP4) shall further the current administration's efforts to advance national development through a human rights-based approach. The PHRP4 shall enrich the current enabling environment whereby the Philippine government shall pursue development as a human rights duty and Filipinos are capacitated to individually and collectively claim their relevant rights for the enjoyment of the progressive rewards of development.

PHRP4 and Development Frameworks

The PHRP4's special focus on development aligns with relevant normative frameworks. Domestically, the 1987 Philippine Constitution has always been focused on development areas defined in provisions that cover labor, agrarian, and natural resources reform, urban land reform and housing, health, women and rights of people's organization (Article XIII); and education, science and technology, arts, culture, and sports (Article IX).

The pursuit of development in the context of State obligations to protect the Filipino family is likewise defined (Article XV). As the pursuit of national development always has to be anchored on the rule of law, such is assured under the Constitutional Declaration of Principles and State Policies (Article II) attesting to the Philippines' commitment to guarantee the full respect of human rights and the Bill of Rights (Article III).

International frameworks also guide State initiatives on human rights along the development track. Foremost of which is the Universal Declaration on Human Rights of 1948 which the Philippines has defended at its inception and deliberation and to which it continues to adhere; the eight core international human rights treaties to which the Philippines is a signatory[1]; and the 1986 Declaration on the Right to Development.

As enshrined in Article 2 of the 1986 Declaration on the Right to Development, *"all human beings have responsibility for development, individually and collectively, taking into account the need for full respect for their human rights and fundamental freedoms as well as their duties to the community, which alone can ensure the free and complete fulfillment of the human being, and they should therefore promote and protect an appropriate political, social, and economic order for development."*[2]

In addition, these are complemented by a robust framework of domestic legislation, measures, and policies that further promote and protect human rights and development in the Philippines. Likewise, there are two major global initiatives at ending poverty (i.e., the 8 Millennium Development Goals and 17 Sustainable Development Goals [SDG]). The SDGs, also known as the Global Goals, or the 2023 Agenda for SDGs, were adopted by the United Nations (UN) in 2015 as a universal call to action – to realize human rights for all – to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

On the other hand, the UN Office of the High Commissioner for Human Rights (OHCHR) refers to the SDG-Human Rights table, the realization of which requires that *"data for all targets needs to be collected and disaggregated by the prohibited grounds of discrimination under international human rights law, including the respect, protection, and promotion of human rights and fundamental freedoms for all, without distinction of any kind as to race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, disability or other status."*[3]

Finally, equally important in realizing development as a matter of human right is interfacing the same with the global inter- and intragenerational equity anchored in the three interconnected pillars of Sustainable Development, namely: economic viability, social equity, and environmental protection. These principles require responsible behaviors and actions at the individual, community, national, and international levels.

This interface ensures that human dignity, freedom, equality, and justice for all provide impetus on development, given that sustainability of development must address the complexities of such factors as inequalities in opportunities, resource distribution, and participation, particularly for marginalized members of communities. These complexities are resolved in the manner that development is pursued with balance and trade-offs with regard to economic viability, social equity, and environmental protection which "meets the needs of the present without compromising the ability of future generations to meet their own needs."[4]

In summary, the PHRP4 recognizes the need for a supportive environment that fosters development opportunities for vulnerable, disadvantaged, and marginalized sectors of society. This aligns not only with the national and international human rights frameworks but also with the global perspective and targets of sustainable development which emphasize leaving no one behind.

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[1]The following are the core international human rights instruments ratified by the Philippines: (a) International Convention on the Elimination of All Forms of Racial Discrimination; (b) International Covenant on Civil and Political Rights; (c) International Covenant on Economic, Social, and Cultural Rights; (d) Convention on the Elimination of All Forms of Discrimination against Women; (e) Convention against Torture, and Other Cruel, Inhuman, or Degrading Treatment; (f) Convention on the Rights of the Child; (g) International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families; and (h) Convention on the Rights of Persons with Disabilities.

[2]Accessed at https://www.ohchr.org/en/instruments-mechanisms/instruments/declaration-right-development

[3]Accessed at https://www.ohchr.org/sites/default/files/Documents/Issues/MDGs/Post2015/SDG_HR_Table.pdf

[4]Defined by the UN Brundtland Commission and approved at the UN Conference on Environment and Development, Rio de Janeiro, Brazil; accessed at https://whc.unesco.org/en/glossary/375#:~:text=Sustainable%20development%20is%20development%20that, and%20Development%20%E2%80%93%20Rio%201992).

PHRP4 Plan and Priorities

The PHRP4's plan and priorities are guided by the following instruments and mechanisms:

1. ***1993 Vienna Declaration and Programme of Action.*** This instrument stands as the common plan for the strengthening of human rights work around the world. It serves as a "framework of planning, dialogue and cooperation" that will enable a holistic approach to promoting human rights and involve actors at all levels – international, national, and local."[5]

2. ***UN Human Rights Mechanisms***

   2.1. UN Treaty Body System. As a State party to eight of the core international human rights treaties, the Philippines is required to submit periodic compliance reports to and engage in constructive dialogues with specific UN treaty bodies. Constructive dialogues give rise to treaty body concluding observations and recommendations which the Philippines has to take action. Programs of action on certain treaty body recommendations are considered under the different thematic chapters.

   2.2. UN Human Rights Council (UN HRC) Universal Periodic Review (UPR). The Philippines, as a 5-term member of the UNHRC, has undergone four reviews under the UPR since 2008, with the distinction of being among the first countries that have gone through this peer review. At its fourth review in April 2012, the Philippines accepted a record-high 215 out of 289 recommendations from the body. The recommendations included the strengthening of accountability mechanisms for the protection of the rights and freedoms of different sectors of the country.

   2.3. UN Special Procedures Mandate Holders (SPMH). The Philippines engages with the UN SPMH, also known as Special Rapporteurs (SR). It has initiated and consistently held one-to-one meetings with Special Rapporteurs on the sidelines of HRC sessions. As of April 2024, there have been 49 of such engagements, now deemed as a best practice.

   On the other hand, three country visits were conducted by UNSRs in 2022-2024, as follows: UNSR on the sale and sexual exploitation of children, including child prostitution, child pornography, and other forms of sexual abuse material in November-December 2022; UNSR on the promotion and protection of human rights in the context of climate change in November 2023; and UNSR on the promotion and protection of the right to freedom of opinion and expression in January-February 2024.

   In December 2023, the Sub-committee on the Prevention of Torture followed through its first visit to the country in May-June 2015 with a second visit in December 2023. In February 2024, the UNSR on extrajudicial, summary, or arbitrary executions, on the invitation of the Department of Justice, conducted training on the Minnesota Protocol on the investigation of potentially unlawful deaths.

3. ***ASEAN Human Rights Declaration.*** Under this instrument, member-States of the Association of Southeast Asian Nations (ASEAN) reaffirmed their respect for and promotion and protection of human rights and fundamental freedoms, as well as regard for the principles of democracy, rule of law and good governance, and a broad range of

[5]Accessed at https://www.ohchr.org/sites/default/files/Documents/Issues/MDGs/Post2015/SDG_HR_Table.pdf

internationally accepted rights, including civil, political, economic, social, and cultural rights. The Philippines, as an active member-State, has conveyed positions on crucial human rights issues that have affirmed the State's lead role in human rights advocacy in the region.

PHRP4 and Human Rights-Based Approach (HRBA) to Development

The PHRP4 adopts the HRBA to Development to ensure that the normative content of every right prescribed under the different international treaties, the corresponding obligations of the Philippine government and its various instrumentalities, the concomitant individual and collective rights entitlements of the people (most especially the vulnerable, disadvantaged, and marginalized), and the prescribed levels of compliance will be observed at different levels of governance in the country. The HRBA provides a modality of mainstreaming human rights standards for making available, accessible, affordable, qualitative, and adaptable diverse development services, measures, and programs to relevant sectors that will build equal opportunities, equitable distribution of resources, and inclusive development process.

As a national strategy, HRBA requires collaborative efforts between and among rights-holders (i.e., people's organizations, non-government organizations, and other civil society organizations) and the duty-bearers (i.e., different branches of government, executive agencies, and LGUs). This enables the balancing of interests and facilitates necessary trade-offs through the adoption of a range of rights-based legislative, judicial, and administrative measures, programs, and services which are based on the country's Constitution, treaty body recommendations, and UPR recommendations of the HRC. In essence, the HRBA enables and widens the observance of human rights standards and processes, promoting a more inclusive approach to development.

Methodology

The PHRP4, through a consultative process using a combination of top-bottom and bottom-top modalities, institutionalized a rights-based methodology in applying HRBA in all the PHRP stages of development, from assessment, planning, implementation, monitoring, and evaluation. Specifically, mainstreamed into the PHRP were a rights-based situation analysis, role and capacity gap analysis for both the duty-bearers, and rights-holders, application of human rights principles, identification of State obligations, and application of the nature and level of State's compliance. All these comprise the rights-based methodology that designed the roadmap toward the PHRP4.

The journey to PHRP4 began with a series of end-term assessments of the 3rd Philippine Human Rights Plan (PHRP3). These separate assessments, referred to as *Ugnayang Bayan*, were conducted from November 2023 to March 2024 with various government and non-government stakeholders led by treaty lead agencies following their mandates as such under Administrative Order No. 163, series of 2006.

These treaty lead agencies and their respective thematic chapters that corresponded to the eight core international human rights treaties to which the Philippines is a signatory are as follows:

- Department of Justice for the International Covenant on Civil and Political Rights;
- National Economic and Development Authority for the International Covenant on Economic, Social, and Cultural Rights;
- National Commission on Indigenous Peoples for the International Convention on the Elimination of All Forms of Racial Discrimination;

- Philippine Commission on Women for the International Convention on the Elimination of All Forms of Discrimination Against Women;
- Council for the Welfare of Children for the Convention on the Rights of the Child;
- Department of Migrant Workers for the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families;
- National Council for Disability Affairs for the International Convention on the Rights of Persons with Disabilities; and
- Department of the Interior and Local Government for the Convention against Torture and Other Cruel, Inhuman, or Degrading Treatment or Punishment.

The *Ugnayang Bayan* sessions were followed by three strategic planning workshops held in April 2024 by the treaty lead agencies, and inter-agency thematic cluster meetings from April until May. At that time, the Executive Secretary, in a communication dated 9 May, has formally designated the treaty lead agencies as the PHRP4 core team. The inter-agency thematic cluster meetings were crucial in finalizing the plan's two-pronged objectives, that is, that the PHRP4 shall address continuing human rights issues and concerns (HRIAC) that were identified during the *Ugnayang Bayan*, and that the PHRP4 shall take on emerging HRIACs as a result of observations and recommendations arising from engagements with various stakeholders. These stakeholders included international organizations, such as the UN, European Union, and ASEAN, and local non-government organizations and civil society groups representing sectors and communities.

The draft plan that took shape from these sessions laid out the blueprint on how to address the HRIACs by way of thematic programs of actions, or TPOAs, that are in turn realized by way of plans of work.

The various TPOAs were determined based on the following:

Review of the conditions of the marginalized, vulnerable, and disadvantaged sectors, including their immediate, underlying, and root causes and the effects on their deteriorating quality of life that led to their exclusion in the country's development;

Countermeasures to assist the government that can create development opportunities for the upliftment of the human conditions of the marginalized, vulnerable, and disadvantaged through a collaborative HRBA, engaging these sectors as rights claimholders in the course of the State's performance of its human rights obligations as the rights-holders to respect, protect, and fulfill their claims under the Constitution, national laws, and international human rights treaties;

Institutionalization of a development process that is based on the human rights principles of participation, accountability, nondiscrimination, transparency, human dignity, equality, and rule of law, or the so-called PANTHER principles in promoting human rights-based balance and trade-off towards achieving the interlocking pillars of Sustainable Development, such as economic viability, social equity, and environmental protection; and

Institution of a human rights-based public administration and governance of legislative, judicial, administrative, and program measures that will respond to and sustain the transformation of a more uplifting humane society through the strengthening of collaborative structures, mechanisms, systems procedures involving both the rights-holders composed of the marginalized, vulnerable, and disadvantaged sectors with the responsible duty-bearers constituting the different branches of the government at the national level, local government units, and partners from the private sectors.

As the PHRP4 has been envisioned a national plan anchored on open and inclusive partnership, and on strong people's ownership, the draft went through nationwide consultations with organized civil society composed of the networks of people's organizations, non-government organizations,

and all other rights-holders, and the private sector. All possible organizations and groups that represented vulnerable, marginalized, and disadvantaged sectors in the country were invited to participate. These include sectoral groups directly affected by problems and concerns to be addressed by the plan, or groups or organizations working with and for them, including those in the national sectoral network of the Philippines' National Anti-Poverty Commission. This method widened the reach not only of the PHRP4 measures, programs, and targets, but also the multiplier effects of all these initiatives to cross-sections of Filipino communities both at the national and local levels.

Thus, consistent with the guidelines of the UN Office for the High Commissioner for Human Rights for a consultative mechanism to cover all phases of the PHRP4 from the national human rights action planning, implementation, monitoring, and evaluation, eight joint regional consultations were held from May to September 2024 and participated in by 485 human rights organizations and civil society groups from all over the country.

These joint regional consultations were undertaken in the following areas:

- Angeles City, Pampanga, for Northern and Central Luzon, 27-28 May 2024;
- Mandaluyong City for National Capital Region, 20-21 June 2024;
- Tagaytay City for Southern Luzon, 1-2 July 2024;
- Iloilo City for Western Visayas, 15-16 July 2024;
- Cebu City for Central and Eastern Visayas, 5-6 August 2024;
- Cagayan de Oro City for Northern Mindanao and Caraga, 19-20 August 2024;
- General Santos City for SOCCSKSARGEN and Davao Region, 2-3 September 2024; and
- Zamboanga City for Zamboanga Peninsula and BARMM, 16-17 September 2024.

The final step in the development of the PHRP4 was a 5-day writeshop in the last week of September where the core team reviewed and refined their thematic chapters, and incorporated the various inputs from the nationwide consultations.

Representatives from the Department of Foreign Affairs-UN and International Organizations office, Commission on Human Rights, and the Senior Human Rights Adviser to the UN Resident Coordinator were present in all the joint regional consultations and in the writeshop, and provided substantive feedback.

Periodic consultations are to be part of the PHRP4, especially in the continuing review, formulation and reformulation, and advocacy of policy measures that will further enrich the implementation of the TPOAs and the plans of work to ensure that the wide cross-section of the citizenry that was involved in the development of the PHRP4 may be continuously involved – and allowed to evolve – and engaged at all levels. The results of these consultations shall, as necessary, be integrated into the decision-making processes through proper documentation and processing of feedback, comments, and suggestions.

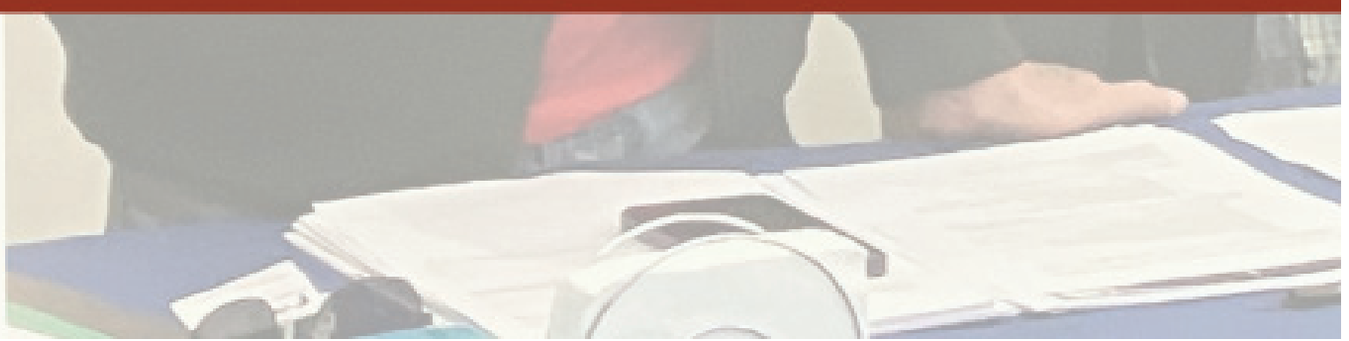
In all these, the PHRP4 shall be a living cohesive and comprehensive document under a New Philippines – a *Bagong Pilipinas* – that continues the promise that the State, in partnership with the people, shall comply with human rights obligations that will enable Filipino lives to be protected, human dignity uplifted, and national progress advanced.

PHRP4



STRENGTHENING CIVIL AND POLITICAL RIGHTS AND THE RULE OF LAW

CHAPTER 1



CHAPTER

1

STRENGTHENING CIVIL AND POLITICAL RIGHTS AND THE RULE OF LAW

Introduction

The 4th Philippine Human Rights Plan (PHRP4) serves as a comprehensive framework aimed at enhancing the protection of human rights in the country, with Chapter 1 focusing on civil and political rights. It addresses ongoing human rights issues identified in the previous 3rd Philippine Human Rights Plan (PHRP3), while also tackling emerging concerns raised through engagements with international and regional human rights mechanisms, as well as other stakeholders.

PHRP4 draws from both national laws and international instruments to provide a solid legal foundation for its agenda. The International Covenant on Civil and Political Rights (ICCPR) sets out fundamental protections for the following rights, among others: the inherent right to life, freedom from torture or cruel, inhuman or degrading treatment or punishment, right to liberty and security of person, right to freedom of opinion and expression, the right of persons deprived of liberty (PDLs) to be treated with humanity and respect, the right to due process, and the right to access remedies and justice for the violation of human rights.

Other global guidelines, such as the Minnesota Protocol (on investigation of potentially unlawful death), the Istanbul Protocol (on investigation and documentation of torture), the United Nations Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders (Bangkok Rules), and the United Nations Standard Minimum Rules for the Treatment of Prisoners (Nelson Mandela Rules) are integral to the framework of protection of these rights.

On the national front, instruments such as Administrative Order (AO) No. 35, series of 2012 AO 35, which created the Inter-Agency Committee on Extra-Legal Killings, Enforced Disappearances, Torture and other Grave Violations to the Rights to Life, Liberty and Security of Persons (IAC), alongside the Revised Penal Code of the Philippines (RPC), Republic Act (RA) No. 9745 entitled "An Act Penalizing Torture and Other Cruel, Inhuman and Degrading Treatment or Punishment and Prescribing Penalties Therefor" (Anti-Torture Act of 2009), and RA 10353 otherwise known as the "Anti-Enforced or Involuntary Disappearance Act of 2012," support the legal structure insofar as the domestic accountability is concerned. On the other hand, RA 10592, or the Good Conduct Time Allowance (GCTA) Law, as well as RA 10575, or the Bureau of Corrections Act of 2013, contribute to penal reform, ensuring better protection of the rights of persons deprived of liberty.

Furthermore, AO 163[6] designates the Secretary of Justice as Vice-Chairperson of the Presidential Human Rights Committee Secretariat (PHRCS), a high-level structure established as the primary advisory body to the President in effectively addressing all human rights issues and concerns in the country. It also assigns the Department of Justice (DOJ) as the government's lead agency in coordinating compliance with the ICCPR and mandates it to solicit the assistance of any government agency to ensure that the ICCPR and other related treaties are complied with. Among the DOJ's recent official actions that aim to enhance the administrative and operational framework for monitoring human rights promotion and protection in the country vis-à-vis the State's

[6]Issued on 08 December 2006, entitled "Strengthening and Increasing the Membership of the Presidential Human Rights Committee, and Expanding Further the Functions of the Said Committee"

obligations under the ICCPR are Department Circulars No. 20[7] dated 31 March 2023 and No. 15[8] dated 16 July 2024. These issuances introduced improvements to the existing criminal investigation system of the government by involving prosecutors early in the investigation, mandating thorough case preparation and coordination with law enforcement, thereby enhancing quality of cases and increasing the likelihood of successful prosecution.

In this chapter, issues and concerns that impact the rights guaranteed under the ICCPR and relevant domestic instruments, both long-standing and emerging, are addressed. The plans present a human rights agenda anchored on the basic precepts of the rule of law and a strong and credible accountability mechanism for human rights violations or abuses, and on the highest regard to the dignity of persons.

Most importantly, this chapter draws on the following important policy pronouncements from no less than the President himself, and the Secretary of Justice, respectively:

> *"We continue to improve mechanisms such as the AO 35 inter-agency to enhance accountability. The Philippines' commitment to fight impunity for atrocity crimes is solid and unwavering."*
>
> - President Ferdinand R. Marcos Jr., 2nd Session Summit for Democracy, 30 March 2023
>
> *"We consider persons deprived of liberty not as numbers but as human beings with dignity and rights. It is our priority to make our prison facilities more humane and dignified. We will ensure that people are not deprived of their fundamental rights while in detention."*
>
> - Secretary Jesus Crispin C. Remulla, as head of Philippine Delegation to the 32nd Session of the UN Commission on Crime Prevention and Criminal Justice (CCPCJ32), 22 May 2023, UN, Vienna, Austria

SECTION 1: ASSESSMENT OF THE 3RD PHILIPPINE HUMAN RIGHTS PLAN

From 2018 to 2023, substantial strides were made toward achieving key objectives under the PHRP3. These initiatives encompassed comprehensive capacity-building efforts, legal framework developments, and proactive protection measures. However, the COVID-19 pandemic that gripped the world in 2020 posed significant obstacles to the implementation of various programs and activities under the Plan. Lockdowns and health protocols disrupted programs aimed at protecting vulnerable sectors, while reports of human rights abuses highlighted concerns about accountability. Access to justice and essential services became more difficult for marginalized groups, further exacerbating their struggles. However, the pandemic also underscored the importance of prioritizing human rights in crisis management, calling for stronger collaboration between government agencies and civil society to address these pressing issues effectively.

Achieved Objectives and Programs of Action

1. Capacity Building for Investigators and Prosecutors

   Efforts to strengthen investigative and prosecutorial skills included extensive training programs involving over 2,000 personnel from various agencies such as the Philippine National Police (PNP), National Bureau of Investigation (NBI), Armed Forces of the Philippines

[7]Policy on Pro-Active Involvement of Prosecutors in Case Build-Up

[8]The 2024 Department of Justice – National Prosecution Service (DOJ-NPS) Rules on Preliminary Investigations and Inquest Proceedings

(AFP), Commission on Human Rights of the Philippines (CHR), civil society organizations (CSOs), and members of the judiciary. The training programs spanned both security awareness and specialized regional sessions. Strategic partnerships were also forged with international bodies, including the (UN) and International Labour Organization, to enhance resource sharing and alignment with global standards.

2. Legal Framework Development and Policy Implementation

The legal landscape saw significant advancements with the adoption of the Revised Operational Guidelines of AO 35. Legislation focused on civil and political rights, including the enactment of the Anti-Bullying Act and Solo Parents Welfare Act, strengthening societal protections. In 2020, a Data Sharing Agreement with the CHR facilitated enhanced transparency and collaboration.

3. Protection of Trafficking-in-Persons (TIP) Victims and Prosecution of TIP Cases

Specialized units, such as the Philippine Internet Crimes Against Children Center, were established to address human trafficking issues. Intensive capacity-building initiatives targeted law enforcement, prosecution, and judicial personnel, leading to high case disposition rates. Collaborative efforts with CSOs and foreign governments further bolstered prosecutions, providing a robust framework for combatting TIP.

4. Implementation of Freedom of Expression Programs

To uphold freedom of expression, multiple media summits and training sessions were conducted, accompanied by numerous Human Rights Advisories. Notable legal victories were achieved, including successful prosecution in sensational cases like the Ampatuan Massacre. Considerable progress on the National Justice Information System (NJIS) was also marked by the development of systems such as the Middleware Exchange Platform and the full digitization of prison records or carpetas, contributing to a more cohesive justice information infrastructure.

Partially Achieved Objectives and Programs of Action

1. Establishment of a Strong Investigative Mechanism

While foundation was established through various training initiatives and case conferences, comprehensive data on extra-legal killings (ELKs), enforced disappearances (EDs), and other human rights abuses remain incomplete. Additionally, mechanisms for accurate case recording and victim protection require further enhancement, and complete agency coordination is yet to be institutionalized.

2. Aligning Domestic Legislation with International Human Rights Standards

Notable progress has been made in advancing human rights-related legislation. However, key bills, such as the Human Rights Defenders Act, the Charter of the Commission on Human Rights, and the National Preventive Mechanism, are still pending in Congress. Continued legislative efforts are essential to fully align national laws with international human rights standards.

3. Improved Prosecution and Protection of TIP Cases

The prosecution of TIP cases has seen a significant increase. To further improve outcomes, it is essential to strengthen monitoring systems and enhance collaborative efforts with internet service providers (ISPs). Such cooperation will be instrumental in locating victims, especially minors, and ensuring their swift and effective recovery.

4. Development of a National Database for AO 35 Cases

Efforts to create a national database for AO 35 cases have encountered challenges. Enhancing collaboration and data accessibility remains a priority.

Unachieved Objectives and Programs of Action

1. Full Implementation of the National Justice Information System (NJIS)

The NJIS rollout remains incomplete, with delays affecting inter-agency connectivity. Key components, like the Single Carpeta System, while already 100% digitized, are yet to reach full operational capacity, limiting the system's overall functionality.

2. Comprehensive and Harmonized Victim-Oriented Protection System

While basic mechanisms and programs for victim protection are in place in various government offices, significant gaps persist, especially in setting up a government-wide protection system that harmonizes the separate and individual agency's programs and services and protects vulnerable groups.

SECTION 2: HUMAN RIGHTS-BASED SITUATION ANALYSIS AND ROLE AND CAPACITY GAPS ANALYSIS OF PHRP4 STAKEHOLDERS

A. Continuing human rights issues and concerns from the PHRP3 on ICCPR implementation

Four different but interrelated human rights issues and concerns (HRIAC) were identified to be continuously arising from the assessment of PHRP3, namely:

HRIAC No. 1:

The mechanism to ensure accountability for cases of ELKs, EDs, torture, and other grave human rights violations remains to be a challenge.

HRIAC No. 2:

The capacities of prosecutors and investigators in handling cases involving ELKs, EDs, torture, and other grave human rights violations need sustained strengthening.

HRIAC No. 3:

Domestic policies must adopt internationally accepted protocols to ensure independent, transparent, and credible investigations.

HRIAC No. 4:

The AO 35 Mechanism's reporting and data management systems need improvements.

The foregoing issues and concerns all relate to the government's mechanism in general to make human rights violators accountable not only to the State, but to the victims and their families as well, and to the public as a whole.

The Philippines' efforts to address ELKs, EDs, torture, and other grave human rights violations continue to face significant challenges despite reforms aimed at improving accountability and justice. While progress has been made, significant gaps in the criminal justice system continue to hinder effective enforcement, which have adversely affected the rights of victims and their families, including vital witnesses to these incidents. Individuals and organizations that advocate for human rights often claim harassment or violence. They also complain to the government that their safety and ability to operate freely are threatened.

The foregoing issues and concerns all cut across the law enforcement and prosecutorial systems of the government, and involve various independent agencies that are of different, albeit interconnected, mandates, duties, and responsibilities. These are:

1. **Department of Justice (DOJ):** The DOJ is the government's primary law agency, acting both as its legal counsel and prosecution arm. It is mandated to administer the criminal justice system in accordance with the accepted processes in the investigation of crimes, prosecution of offenders, and administration of the correctional system.[9] Its organizational structure consists of almost all of the components (except the judiciary) that make up the country's criminal justice system, namely: the NBI, the National Prosecution Service (NPS), Bureau of Corrections (BuCor), Board of Pardons and Parole (BPP), and the Parole and Probation Administration (PPA).

   Pursuant to RA 6981, the DOJ also implements a Witness Protection, Security and Benefit Program (WPSBP) that is mandated to provide protection, security, and assistance to witnesses whose testimonies are crucial to investigation and prosecution of crimes. Its goal is to ensure the safety and well-being of witnesses, thereby encouraging them to testify without fear of retaliation or harm.

   Owing to the centrality of the role of the DOJ in the country's criminal justice system, including the accountability mechanism, AO 35 places the Secretary of Justice as chairperson of the IAC. As such, the Secretary leads the institutional machinery dedicated to the resolution of cases involving political violence in the form of ELKs, EDs, torture, and other grave human rights violation.

2. **Department of the Interior and Local Government (DILG):** The DILG exercises administrative control and general supervision over the PNP. Being the government's primary law enforcement agency, the PNP has the power, among others, to enforce all laws and ordinances relative to the protection of lives and properties, maintain peace and order and take all necessary steps to ensure public safety, and investigate and prevent crimes, effect the arrest of criminal offenders, and bring offenders to justice and assist in their prosecution.[10]

   The DILG also assists the President in the exercise of general supervision over local government units (LGUs), which in turn bear the obligation to respect, protect, and fulfill human rights, being responsible for maintaining public safety within their jurisdiction. Furthermore, LGUs work in close coordination and cooperation with national law enforcement in maintaining order and providing support for social programs that address the root causes of violence.

3. The **Office of the Ombudsman** is an independent Constitutional body mandated to promote accountability, transparency, and integrity in public service. Its primary role is to investigate and prosecute acts and omissions of public officials, employees, offices, or agencies when such act or omission appears to be illegal, unjust, improper, or inefficient.[11]

4. The **Commission on Human Rights (CHR)** is another independent Constitutional body tasked with promoting and protecting human rights. Its powers and functions include investigation, education and advocacy to promote a culture of respect for human rights, and monitoring of government's compliance with international human rights treaties and agreements. It also performs an advisory

[9]Section 1, Chapter 1, Title III, Book IV, of Executive Order No. 292, s. of 1987, otherwise known as the "Administrative Code of 1987"
[10]Section 24, Republic Act No. 6975, or the "Department of the Interior and Local Government Act of 1990"
[11]Section 13 (1), Article XI, 1987 Philippine Constitution

role to the Philippine legislature and the President on human rights issues, including crafting laws and policies, and provides legal aid to victims of human rights abuses and assists in their access to justice. Its reporting function, on the other hand, entails the preparation and submission of reports on the human rights situation in the country, including periodic updates to international human rights bodies. Finally, it recommends measures to prevent human rights violation and ensures government agencies act in accordance with human rights principles.

While the foregoing duty-bearers have mandates that should, in theory, provide for accountability in cases of extralegal killings, torture, enforced disappearance, and other grave human rights violation, they unfortunately face various challenges.

First of such challenges is resource limitations from which all such government offices suffer. They often operate with limited budgets which constrains their capacity to investigate cases comprehensively and in a timely manner. For instance, the limited resources of the WPSBP limit the scope of protection they provide to witnesses and their families, including victims of crimes. Thus, many of the victims and witnesses face intimidation or harassment without adequate protection, thereby reducing the likelihood of testimonies that could lead to successful prosecutions.

Budgetary constraints likewise limit the ability of government agencies not only to have adequate human resources that will effectively carry out their mandates, but also to develop and implement needed training and education programs for these duty-bearers. Inadequate personnel, or even if adequate in number but lacking in terms of capacity to perform their tasks effectively, result to delay in delivery of needed services and poor quality of work.

The lack of full transparency coupled with varying degrees of internal resistance or reluctance on the part of some duty-bearers, in particular the PNP, to cooperate and provide needed information in certain investigations, or to initiate criminal investigations where its own personnel are involved, seem to foster a culture of impunity.

The Role of the Private Sector

While the government bears the primary responsibility to ensure accountability and prevent grave human rights violation, the private sector has a shared responsibility to avoid contributing to abuses, mitigate risks through robust policies and due diligence, and support efforts to build transparent, rights-respecting governance systems.

Ethics-wise, the private sector has an obligation to ensure that they do not benefit from or perpetuate systems that allow for such abuses, let alone actively contribute to creating an environment where accountability for human rights violation is possible.

Thus, the private sector's actions — or inaction — can influence whether accountability mechanisms are strengthened or undermined.

Human Rights Issue and Concern No. 1:

The mechanism to ensure accountability for cases of extra-legal killings, enforced disappearances, torture, and other grave human rights violations remains to be a challenge

The Philippines' efforts to address ELKs, EDs, torture, and other grave human rights violation continue to face significant challenges, despite ongoing reforms aimed at improving accountability and justice. While progress has been made, there are still notable gaps in the legal system that impact the rights of victims and their families.

The DOJ and the NPS are the primary institutions tasked with protecting individuals from unjust persecution and harassment. AO 35 was established to create an inter-agency committee focused on investigating and prosecuting ELKs, EDs, torture, and other violations of human rights. This order reflects the government's recognition of the severity of these issues and its commitment to

addressing them. However, incidents of killings, torture, and EDs, coupled with ineffective remedies for victims and witnesses, indicate potential violations of key rights under the ICCPR, including the right to life, freedom from torture, security of the person, and access to an effective remedy and fair trial.

The United Nations Human Rights Committee has expressed concerns regarding these issues, especially in its periodic reviews of the Philippines' human rights situation. During the 5th periodic review in October 2024, the Committee highlighted concerns about victims' access to reparations and compensation. Similarly, in the 4th Cycle Universal Periodic Review (UPR) in 2022, several countries called on the Philippines to ensure accessible reparations and compensation for victims of human rights abuses.

In response to these challenges, the DOJ has implemented reforms to strengthen human rights mechanisms, particularly focusing on improving the coordination between law enforcement and prosecution teams. Collaborative efforts with the CHR, including data-sharing agreements, aimed to build stronger cases against perpetrators of human rights violation were initiated. These agreements involve sharing investigation reports for AO 35 cases, promoting cooperation in evidence gathering, and establishing security and privacy measures to protect the interests of victims and witnesses.

Moreover, the DOJ has worked with international partners, including the UN, to align domestic processes with international human rights standards. This collaboration has enhanced the investigative and prosecutorial capacities of Philippine authorities, especially in handling cases of extrajudicial killings and EDs.

Despite the DOJ's efforts, one critical area that continues to impact the prosecution of human rights cases is witness protection. Without effective protection, many witnesses are reluctant to testify due to safety concerns for themselves and their families. This hesitation directly undermines the prosecution of cases that rely heavily on witness testimonies. Recognizing this issue, the UN HRC has consistently emphasized the need for stronger witness protection mechanisms during its reviews.

To address these concerns, the DOJ has made significant improvements to its WPSBP. The program's success rate in protecting witnesses has risen to 95% as of 2023, reflecting the DOJ's commitment to ensuring that witnesses can testify without fear of reprisal. Additionally, the DOJ has streamlined its application process, achieving a 100% success rate in processing applications, with no reported security incidents.

However, the DOJ recognizes that resource limitations and political interference remain obstacles. To mitigate these issues, it has called for increased funding and resources for the WPSBP and proposed transforming it into an independent agency to improve management and effectiveness.

In summary, while significant strides have been made in addressing gaps in the justice system, ongoing efforts are required to further strengthen witness protection and ensure full accountability for human rights violation. The DOJ's reforms, in collaboration with international and domestic partners, continue to focus on enhancing justice and protection for victims and witnesses, in line with international human rights standards.

Human Rights Issue and Concern No. 2:

The capacities of prosecutors and investigators in handling cases involving extra-legal killings, enforced disappearances, torture, and other grave human rights violations need sustained strengthening

The DOJ plays a critical role in addressing incidents of ELKs, torture, EDs, and other human rights violation. These acts may violate key rights outlined in the ICCPR, including the right to life (Article 6), the right to be free from torture (Article 7), the right to liberty and security (Article 9), and the right to an effective remedy and fair trial (Article 14). The DOJ, as a frontline institution in the criminal justice system, ensures accountability through the prosecution of perpetrators and by upholding national laws such as the Revised Penal Code

(Act 3815), the Anti-Torture Law (RA 9745), the Anti-Enforced Disappearance Act (RA 10353), and the International Humanitarian Law of the Philippines (RA 9851).

To strengthen its capacity, the DOJ implements extensive training programs for prosecutors and investigators, focusing on handling cases involving grave human rights violation. Through the AO 35 mechanism, the DOJ works with CSOs and other key stakeholders to bolster human rights promotion and protection. These trainings, such as the Training Program for Investigators (TPOA 2) and the engagement of CSOs in the AO 35 mechanism (TPOA 3), empower investigators and prosecutors to handle sensitive cases related to ELKs, torture, and EDs.

A significant aspect of this collaboration is the involvement of CSOs, which provides these organizations, including human rights defenders, with access to a formal mechanism for addressing human rights issues, including red-tagging. Red-tagging, the labeling of individuals or groups as communists or terrorist sympathizers, has been identified as a serious human rights concern. During regional consultations for the Philippines' 4th UPR and the 5th periodic review of the ICCPR, several countries, including the USA, Sweden, Romania, and others, expressed concerns about the impact of red-tagging on civic space. Allegedly, red-tagging affects human rights defenders, activists, journalists, and CSOs, increasing their vulnerability to harassment, intimidation, and, in extreme cases, violence or extrajudicial killings.

Involving CSOs within the AO 35 mechanism not only addresses these concerns but also aligns with the Philippines' obligations under the ICCPR, particularly Articles 19 and 25, which emphasize the right to participate in public affairs and the freedom of opinion and expression. The DOJ's responsiveness to CSO participation in AO 35 conferences indicates its commitment to ensuring that these rights are upheld. Furthermore, it demonstrates the DOJ's dedication to fostering collaboration with civil society, allowing open dialogue and cooperation in addressing human rights challenges.

In conclusion, the DOJ's efforts to strengthen the capacity of prosecutors and investigators, alongside its collaborative approach with CSOs, underscore its commitment to addressing human rights violation in line with both national laws and international obligations under the ICCPR.

Human Rights Issue and Concern No. 3:

Domestic policies must adopt internationally accepted protocols in order to ensure independent, transparent, and credible investigations

The DOJ recognizes the existence of normative UN frameworks incorporating human rights-based approaches in pursuing the institutions' mandate of prosecuting perpetrators to ensure their accountability under the pillars of the criminal justice system.

Said UN normative frameworks are in the process of being applied and integrated into domestic policies to ensure independent, transparent, and credible investigation, such as the Minnesota Protocol (on the investigation of potentially unlawful deaths), the Istanbul Protocol (on the effective investigation and documentation of torture and other cruel, inhuman, or degrading treatment or punishment), and other internationally accepted protocols, into the investigation manual of AO 35 mechanism.[12]

As UN normative frameworks, both the Minnesota Protocol and the Istanbul Protocol provide clear guidelines for institutions, such as the DOJ, to incorporate gender responsiveness,[13]

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[12]TPOA 4

[13]UN Minnesota Protocol gender responsiveness: Pages 3 (b), 11 (item no. 42), 33 (item no. 188), 34 (item no. 198), 36 (item no. 230), 39 (item no. 260-b), and 50 (item no. 283)

UN Istanbul Protocol gender responsiveness:

Pages 7 (item no. 25), 9 (item no. 38), 10 (item no. 41), 11-12 (item nos. 50-55), 16 (item nos. 76 and 78), 18 (item no. 87), 19 (item no. 97), 34 (item no. 152), 37 (item no. 163), 44 (item nos. 184 and 186), 45 (item no. 190), 46 (item no. 192), 50 (item no. 203), 51 (item no. 210), 53-55 (item no. 220), 56 (item no. 229), 60 (item no. 241), 61 (249), 62 (item no. 256), 70 (item no. 276), 71-72 (item nos. 281-283), 74 (item nos. 295-297), 79 (item no. 325), 80 (item no. 330), 87 (item no. 370), 87-88 (item no. 372), 95 (item no. 400), 98 (item no. 415), 109 (item no. 462), 110-113 (item nos. 468-479), 120 (item no. 508), 126 (item no. 531), 140 (item nos. 599-600), 146 (item no. 609), 158 (item no. 659), and 174-175

age appropriateness,[14] cultural sensitivity,[15] and disability inclusiveness.[16]

Human Rights Issue and Concern No. 4:

AO 35 Mechanism's reporting and data management systems need improvements

Fear of reprisal or threats to the safety and security of victims, victims' family, and/or witnesses[17] has been identified as a challenge in the AO35's reporting mechanism and data management. Several participants of the PHRP4 regional consultations reiterated this concern.

The AO 35 mechanism together with CSOs engaged during regional case conferences for AO 35 cases and other related CSO consultations like the PHRP4 regional consultations have identified these challenges in the pursuit of justice and ensuring accountability for human rights violation. CSOs also claim that absence of a secure reporting system that will encourage the public to report violations without fear of reprisal or threats to their safety and security also contributes to alleged incidents of red-tagging. The absence of reporting adds to challenges in developing and maintaining a comprehensive database of all reported AO 35 cases for better data management and analytics.[18]

Key to addressing this concern is the adoption of a secure reporting system that will encourage the public to report violations without fear of reprisal or threats to their safety and security.[19] This indicates the DOJ responsiveness to CSOs appeals prior and during the conduct of regional consultations to participate through reporting human rights violation in fulfillment of Article 25 of the ICCPR in allowing every citizen the right and opportunity to take part in the conduct of public affairs and access public service.

In addition, the adoption of said reporting mechanism compliments efforts in maintaining an enabled civic space for CSOs and individuals, including those who identify as human rights defenders and/or activists to exercise the freedom of opinion and expression in Article 19, the right to peaceful assembly in Article 21, and the right to freedom of association in Article 22 of the ICCPR.

B. Emerging human rights issues and concerns from the concluding observations of International Human Rights Treaties and other UN Mechanisms

HRIAC No. 1: Measures to effectively address overcrowding in prisons must be accelerated.

HRIAC No. 2: Existing policies, programs, measures, and correctional practices must integrate internationally accepted protocols to ensure consistency with human rights promotion and protection.

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[14]UN Minnesota Protocol age appropriateness: Pages 23 (Table 1), 39 (item nos. 256-d and 260-b), 42 (item nos. 261-a and f), 50 (item nos. 282-283), and 51 (item no. 51)

UN Istanbul Protocol age appropriateness:

Pages 17 (item no. 80), 21 (item no. 111), 38 (item no. 170), 45 (item no. 190), 61 (item no. 250), 72 (item no. 287), 101 (item no. 428), 103 (item no. 434), 126 (item no. 533), 133 (item no. 570), 134 (item nos. 572 and 575), 135 (item nos. 577-578), 136-138 (item nos. 581-591), and 139 (item no. 594)

[15]UN Minnesota Protocol cultural sensitivity: Pages 11 (item no. item 43), 33 (item no. 188), and 163

UN Istanbul Protocol cultural sensitivity

Pages 51 (item no. 210), 53 (item no. 219), 61 (item no. 249), 72 (item no. 282), 73 (item no. 289), 73-74 (item nos. 294-296), 79 (item no. 325-e), 80 (item no. 332), 81 (item no. 341), 87 (item no. 371), 99 (item no. 420), 108 (item nos. 256 and 259), 109 (item no. 262), 111 (item no. 273), 116-117 (item nos. 291-294), 118 (item no. 297), 120-121 (item nos. 508-512), 125 (item nos. 525 and 533), 127 (item nos. 539-540), 129 (item nos. 545 and 550), 130 (item no. 553), 133 (item no. 567), 137 (item no. 584), 140 (item no. 600), 172, 176-177, and 211

[16]UN Istanbul Protocol disability inclusive: Pages 12 (item no. 53), 33 (item no. 151), 37 (item no. 163), 44, (item no. 184), 88 (item no. 373), 95 (item no. 398), 104 (item no. 441), 106 (item no. 448), 113 (item no. 482), 114 (item nos. 485-487), 118 (item no. 498), and 127 (item no. 538)

[17]TPOA 5

[18]TPOA 6

[19]TPOA 5

Human Rights Issue and Concern No. 1:

Measures to effectively address overcrowding in prisons must be accelerated

As signatory to the ICCPR, the Philippines has been conducting efforts to address "inhuman or degrading treatment or punishment" under Article 7 and to ensure that "all persons deprived of liberty shall be treated with humanity and with respect for the inherent dignity of the human person" under Article 10 of the Covenant.

The UN HRC raised concerns regarding prison overcrowding[20] during the consideration of the Philippines' 5th periodic report on the ICCPR on 10-11 October 2024. While on 14 November 2022, both Egypt and Ghana raised concerns regarding overcrowding of prison facilities during the Philippines' 4th Cycle UPR.

As PDLs, prisoners may be categorized as a vulnerable sector while they serve their sentence and/or during their imprisonment in a place of detention due to their susceptibility to inhuman or degrading treatment of punishment. The lack of prison facilities resulting in overcrowding exacerbates the vulnerabilities of PDL.

PDLs, particularly those from lower-income class, experience conditions such as inadequate healthcare, sanitation, and food, as well as exposure to violence and abuse. Vulnerable sectors such as women, persons with disabilities, the elderly, are particularly at risk when exposed to such conditions.

During the consultative meetings, stakeholders highlight the issue of prison overcrowding and the absence of rehabilitation and reintegration programs for PDLs. They propose that the PHRP should reinforce laws to prevent prison overcrowding and ensure adherence to minimum standards of treatment and care for PDLs. Additionally, they advocate for enacting legislation permitting PDLs to work, providing incentives for employers to hire PDLs post-release, and offering support for the social and economic reintegration of PDLs.

Stakeholders emphasize the need to address the issue of delayed justice and extended detention of PDLs. They propose that the PHRP should establish a mechanism to expedite the trial and disposition of cases involving PDLs.

Stakeholders stress the importance of a comprehensive plan for the reintegration of PDLs into society and their acceptance by their families and communities. They propose that the PHRP should provide a comprehensive and holistic approach to the rehabilitation and reintegration of PDLs, encompassing psychological, social, and economic support and assistance.

Efforts are underway to decongest and improve physical conditions of existing prison facilities,[21] institutionalize a digitalized prison record management system,[22] and increase and rationalize distribution/location of prison facilities[23] through the BuCor to implement effective measures to address prison overcrowding.

It is the goal of the State that places of detention and penal facilities are just, humane, dignified, and safe for those who are detained; that despite such incarceration, they still enjoy certain rights as guaranteed by the Constitution. This is in line with the policy of the State to value the dignity of every human person and guarantees full respect for human rights, including those rights of persons who are currently detained or serving sentence for crimes committed, such as suspects, detainees, and prisoners serving final judgment. Further, it is also a policy of the State that no person placed under investigation or held in custody by any person in authority, or agent of a persons

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[20]Item no. 35 of the UN International Covenant on Civil and Political Rights, Philippines' Concluding Observations on the Fifth Periodic Report dated 30 November 2017

[21]TPOA 7

[22]TPOA 8

[23]TPOA 9

in authority shall be subjected to physical, psychological, or mental harm, force, violence, threat, or intimidation, or any act that impairs his/her free will or in any manner demeans or degrades human dignity. Toward this end, duty-bearers have developed programs and projects to address these issues concerning PDLs, such as prison overcrowding. One of the recent initiatives is the creation of the Justice Sector Coordinating Council to adopt a coordinated approach to justice sector policy making, planning, and operations to address jail congestion through cooperation, coordination, and collaboration across all the five pillars of the criminal justice system.

Human Rights Issue and Concern No. 2:

Existing policies, programs, measures, and correctional practices must integrate internationally accepted protocols to ensure consistency with human rights promotion and protection

As signatory to the ICCPR, the Philippines has been conducting efforts to address "inhuman or degrading treatment or punishment" under Article 7 and to ensure that "all persons deprived of liberty shall be treated with humanity and with respect for the inherent dignity of the human person" and the "reformation and social rehabilitation" of prisoners under Article 10 of the Covenant.

The UN HRC recommended the improvement of prison conditions[24] and its adherence to UN standards on the treatment of prisoners or the Mandela Rules[25] during the consideration of the Philippines' Fifth Periodic Report on the ICCPR on 10-11 October 2024. While on 14 November 2022, Peru raised their concern on the need to improve prison conditions, in particular concerns regarding women PDLs during the Philippines' 4th Cycle UPR.

As PDLs, prisoners may be categorized as a vulnerable sector while they serve their sentence and/or during their imprisonment in a place of detention due to their susceptibility to inhuman or degrading treatment of punishment. The lack of prison facilities resulting to overcrowding exacerbates the vulnerabilities of PDLs.

PDLs, particularly those from lower-income class, experience conditions such as inadequate healthcare, sanitation, and food, as well as exposure to violence and abuse. Vulnerable sectors such as women, persons with disabilities, the elderly, are particularly at risk when exposed to such conditions.

The DOJ, through the BuCor and the PPA, recognizes the existence of normative UN frameworks that may be applied to ensure the State's compliance to the ICCPR and other treaties such as the United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules) and the United Nations Rules for the Treatment of Women Prisoners and Non-Custodial Measures for Women Offenders (Bangkok Rules).

The DOJ is in the process of integrating these treaties and other related protocols into existing policies[26] and enhancing social rehabilitation and reintegration of PDLs in society[27] to address concerns regarding prisoners and prison conditions in accordance with international standards.

The integration of normative UN frameworks regarding prisoners and prison conditions ensures that policies adopted shall be gender responsiveness,[28] age

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[24]Item no. 31 of the UN International Covenant on Civil and Political Rights, Philippines' Concluding Observations on the Fifth Periodic Report dated 30 November 2017

[25]Item no. 32 of the UN International Covenant on Civil and Political Rights, Philippines' Concluding Observations on the Fifth Periodic Report dated 30 November 2017

[26]TPOA 10

[27]TPOA 11

[28]UN Minnesota Protocol gender responsiveness: Pages 3 (b), 11 (item no. 42), 33 (item no. 188), 34 (item no. 198), 36 (item no. 230), 39 (item no. 260-b), and 50 (item no. 283)

UN Istanbul Protocol gender responsiveness:

Pages 7 (item no. 25), 9 (item no. 38), 10 (item no. 41), 11-12 (item nos. 50-55), 16 (item nos. 76 and 78), 18 (item no. 87), 19 (item no. 97), 34 (item no. 152), 37 (item no. 163), 44 (item nos. 184 and 186), 45 (item no. 190), 46 (item no. 192), 50 (item no. 203), 51 (item no. 210), 53-55 (item no. 220), 56 (item no. 229), 60 (item no. 241), 61 (249), 62 (item no. 256), 70 (item no. 276), 71-72 (item nos. 281-283), 74 (item nos. 295-297), 79 (item no. 325), 80 (item no. 330), 87 (item no. 370), 87-88 (item no. 372), 95 (item no. 400), 98 (item no. 415), 109 (item no. 462), 110-113 (item nos. 468-479), 120 (item no. 508), 126 (item no. 531), 140 (item nos. 599-600), 146 (item no. 609), 158 (item no. 659), and 174-175

appropriateness,[29] cultural sensitivity,[30] and disability inclusiveness.[31]

To decongest the prison facilities, there is a need to conduct a comprehensive scoping study/inventory of existing policies, protocols, programs, measures, and practices in all places of detention. Moreover, the crafting or revising of existing manuals of standards/protocols for all detention places should be prioritized to cascade it to the duty-bearers and monitor its implementation.

SECTION 3: STATEMENT OF THEMATIC GOALS AND OBJECTIVES

Objective A - Continuing Human Rights Issues and Concerns from the PHRP3 on ICCPR Implementation

Goal Statement: To increase by 50% the investigations and prosecutions conducted of reported incidents of extra-legal killings, torture, enforced disappearances, and other grave human rights violations in the next four years

To achieve this goal, the following specific objectives will be pursued in the next four years:

1. To strengthen human rights mechanisms to ensure accountability for cases of ELKs, EDs, torture, and other grave human rights violation by developing and implementing a harmonized protection and support system for victims, their families, and witnesses, ensuring 90% of identified individuals receive adequate protection and support services, establishing a centralized and confidential reporting mechanism

2. To strengthen the capacity of prosecutors and investigators to handle cases of ELKs, EDs, torture, and other grave human rights violation by implementing an effective training program to train 500 personnel on advanced investigative and prosecutorial techniques aligned with international standards, and increase civil society involvement in the AO 35 mechanism by establishing partnerships with at least ten CSOs and facilitating quarterly consultation meetings to enhance transparency, collaboration, and accountability

3. To adopt and integrate at least one internationally accepted investigation protocols, such as the Minnesota Protocol on the Investigation of Potentially Unlawful Deaths, into domestic policies by revising relevant policies, conducting capacity-building activities for 500 investigators and prosecutors, and establishing a compliance monitoring mechanism to ensure independent, transparent, and credible investigations

4. To improve the reporting mechanism and data management system for AO 35 cases by adopting and launching a secure, user-friendly reporting platform that ensures anonymity and safety for whistleblowers, achieving a 50% increase in public reports of violations, and developing a comprehensive, regularly

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[29]UN Minnesota Protocol age appropriateness: Pages 23 (Table 1), 39 (item nos. 256-d and 260-b), 42 (item nos. 261-a and f), page 50 (item nos. 282-283), and 51 (item no. 51)

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Pages 17 (item no. 80), 21 (item no. 111), 38 (item no. 170), 45 (item no. 190), 61 (item no. 250), 72 (item no. 287), 101 (item no. 428), 103 (item no. 434), 126 (item no. 533), 133 (item no. 570), 134 (item nos. 572 and 575), 135 (item nos. 577-578), 136-138 (item nos. 581-591), and 139 (item no. 594)

[30]UN Minnesota Protocol cultural sensitivity: Pages 11 (item no. item 43), 33 (item no. 188), and 163

UN Istanbul Protocol cultural sensitivity

Pages 51 (item no. 210), 53 (item no. 219), 61 (item no. 249), 72 (item no. 282), 73 (item no. 289), 73-74 (item nos. 294-296), 79 (item no. 325-e), 80 (item no. 332), 81 (item no. 341), 87 (item no. 371), 99 (item no. 420), 108 (item nos. 256 and 259), 109 (item no. 262), 111 (item no. 273), 116-117 (item nos. 291-294), 118 (item no. 297), 120-121 (item nos. 508-512), 125 (item nos. 525 and 533), 127 (item nos. 539-540), 129 (item nos. 545 and 550), 130 (item no. 553), 133 (item no. 567), 137 (item no. 584), 140 (item no. 600), 172, 176-177, and 211

[31]UN Istanbul Protocol disability inclusive: Pages 12 (item no. 53), 33 (item no. 151), 37 (item no. 163), 44, (item no. 184), 88 (item no. 373), 95 (item no. 398), 104 (item no. 441), 106 (item no. 448), 113 (item no. 482), 114 (item nos. 485-487), 118 (item no. 498), and 127 (item no. 538)

updated database to manage and analyze 100% of reported AO 35 cases for enhanced transparency and accountability

Objective B - Emerging Human Rights Issues and Concerns from the Concluding Observations of International Human Rights Treaties and Other UN Mechanisms

Goal Statement: To implement policies and programs that will make 75% of prison facilities safe, dignified, and humane for all PDLs in the next four years

To achieve this goal, the following program of action will be pursued in the next four years:

1. To implement effective measures to address prison overcrowding by reducing inmate populations by 50% through decongestion programs, upgrading and improving the physical conditions of 50% of existing prison facilities, institutionalizing a fully operational digitalized prison record management system in all facilities nationwide, and constructing three new prison facilities strategically located to ensure equitable distribution and accessibility
2. To integrate the United Nations Standard Minimum Rules for the Treatment of Prisoners (Nelson Mandela Rules), the United Nations Rules for the Treatment of Women Prisoners and Non-Custodial Measures for Women Offenders (Bangkok Rules), and other related protocols into existing correctional policies, programs, and practices by revising at least 80% of applicable policies, training 1,500 correctional staff on human rights-based approaches, and implementing enhanced social rehabilitation and reintegration programs that benefit at least 70% of PDLs nationwide

SECTION 4: STATEMENT OF OUTCOME, INDICATORS, AND TARGETS FOR IMPROVEMENT

Outcome Statement - Objective A

Strengthened accountability mechanism that efficiently and effectively addresses grave human rights violation (ELKs, torture, EDs)

Outcome Indicators and Target Improvements

Key Indicators	Baselines	Targets for Improvement
AO 35 Investigation Guidebook developed/ crafted	One Guidebook for all agencies concerned on AO 35 cases	Revisit existing procedures/policies
Number of personnel/s trained in the investigation and prosecution of AO 35 cases	482 trained personnel	Approval of budget proposal for the training programs
Number of CSOs engaged in AO 35 mechanism	Eight CSOs	Approval of budget proposal for the CSO dialogues/ engagements

Outcome Statement - Objective B

Improved conditions in places of detention and enhanced access to adequate services

Outcome Indicators and Target Improvements

Key Indicators	Baselines	Targets for Improvement
Timely release of qualified PDLs (10,000 PDL records reviewed)	Process 10,000 prison records for release	Revisit existing procedures/policies in reviewing and evaluating records of PDLs
Establishment of additional facilities to existing prison and penal farm (10,000 PDLs transferred from NBP to other penal facilities) Establishment of additional regional facilities	Construction of additional two buildings nationwide with 500 PDL capacity Two additional regional prison and penal farm from the seven existing prison and penal farm	Approval of budget proposal for the establishment/construction Identification of sites in consultation with LGUs Mode to acquire ownership once the site is identified Bidding process for the construction
Sustain current reformation and reintegration program for PDLs (BuCor) National, regional, and community-level engagements for the enhanced rehabilitation and reintegration of parolees, pardonees, and probationers	90% participation rate of PDLs to reformation and reintegration programs Existing number of partners both public and private	Approval of budget proposal for the reformation and reintegration programs for PDLs

SECTION 5: THEMATIC PROGRAMS OF ACTION

Figure 1 - Objective A TPOAs

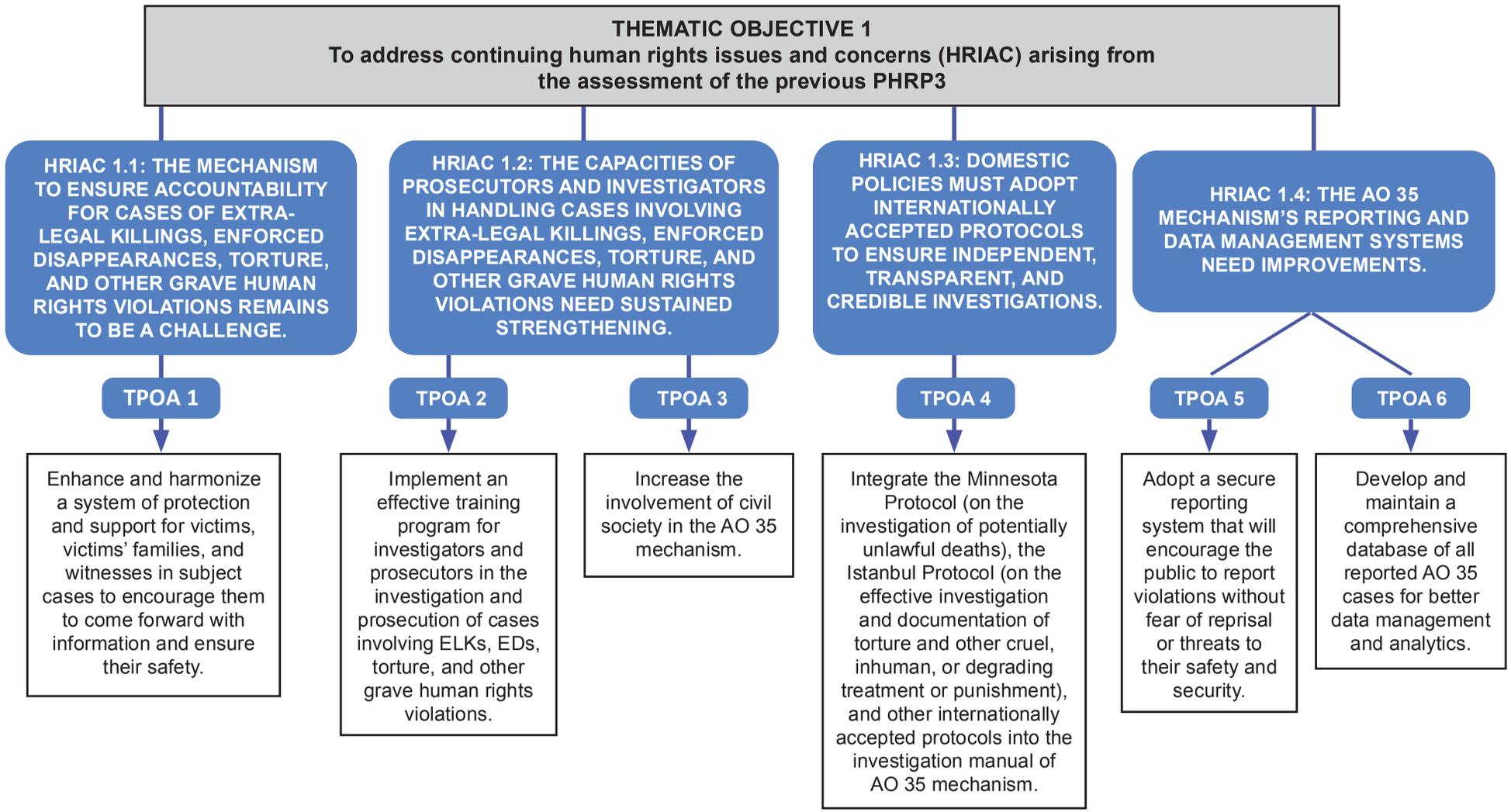
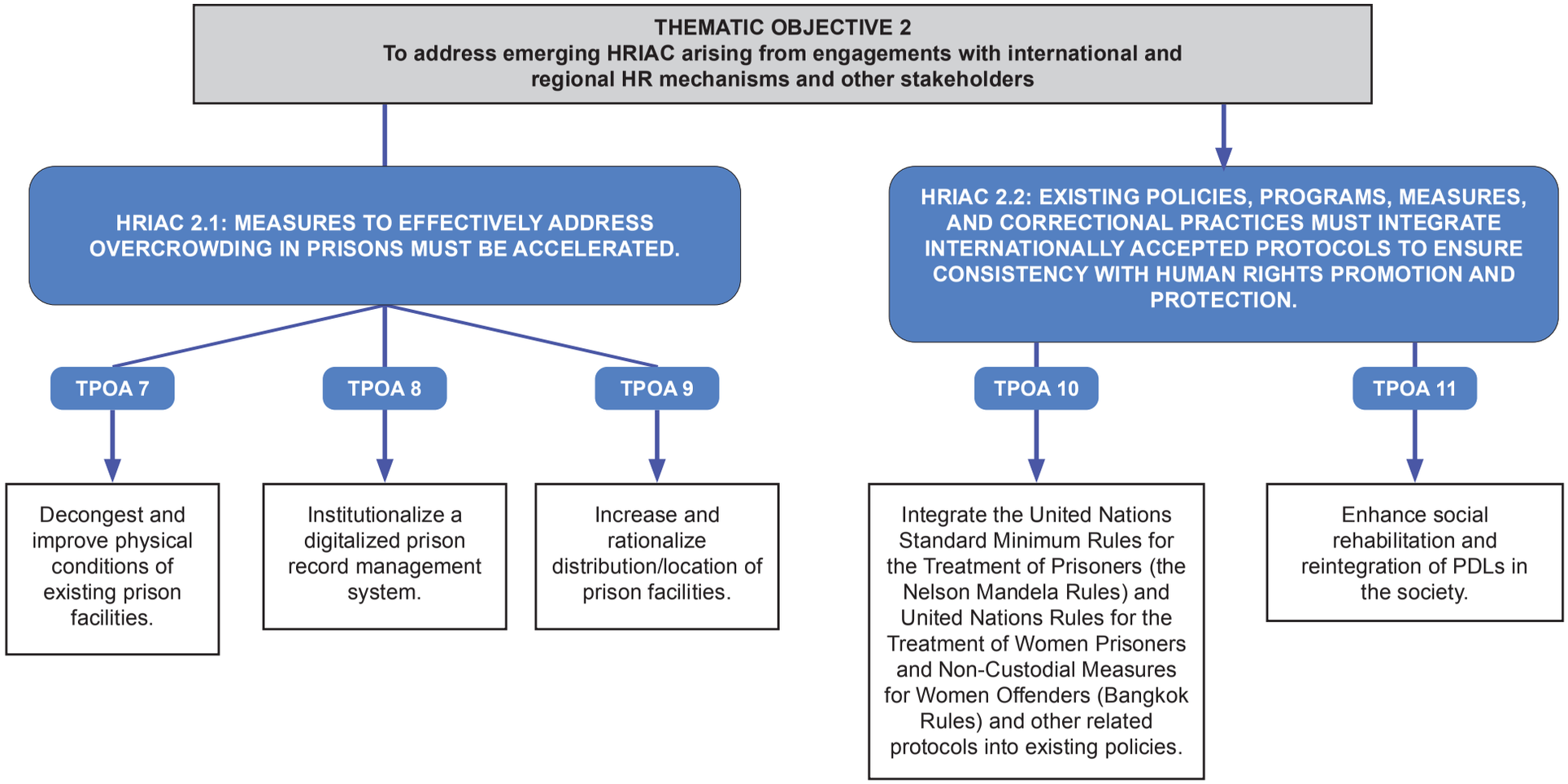


Figure 2 - Objective B TPOAs



Objective A: Continuing human rights issues and concerns arising from the assessment of the previous PHRP3

TPOA No. 1: Enhancing and harmonizing a system of protection and support for victims, victims' families, and witnesses in subject cases to encourage them to come forward with information and ensure their safety.

Key Indicator: One harmonized guideline for the protection and support for victims, victims' families, and witnesses in subject cases developed/crafted

Baseline: Zero

Performance Targets:

2024

- The AO 35 Secretariat, under the oversight of the IAC, implemented trainings and conducted advocacy activities to spread awareness about the DOJ Board of Claims (BOC), the DOJ Witness Protection Program (WPP) and the victims and witness support programs of the CHR, targeting AO 35 prosecutors and personnel from the PNP, AFP, NBI and CHR, and CSOs
- The AO 35 Secretariat and member-agencies of the AO 35 Inter-Agency Committee held roundtable discussions on improving victim and witness support
- Outlined the different victims and witness security, support and benefit programs provided by the different agencies of the government, including CHR

2025

- Harmonized various government programs that provide support to victims and witnesses into an integrated and well-coordinated system
- Conducted scoping of similar support programs to victims and witnesses provided by civil society and other NGOs
- Advocated for budgetary increase to cover more beneficiaries into the various programs

2026

- Institutionalized the government's harmonized system of protection and support
- Integrated the private sector's similar programs into the government's system of support and protection
- Provided increased/improved support services to victims, victims' families, and witnesses in subject cases

2027

- Intensified information dissemination campaign on the integrated system of protection and support of the government and the private sector
- Conducted monitoring and evaluation (M&E) of the enhanced system of victim and witness protection and support
- Sustained the provision of increased/improved support services to victims, victims' families, and witnesses in subject cases

2028

- Introduced further improvements into the integrated system of support and protection
- Sustained the provision of increased/improved support services to victims, victims' families, and witnesses in subject cases

TPOA No. 2: Implementing an effective training program for investigators and prosecutors in the investigation and prosecution of cases involving ELKs, EDs, torture, and other grave human rights violations

Key Indicator: Number of personnel trained

Baseline: 482

Performance Targets:

2024

- From January to September 2024, the AO 35 Secretariat had implemented regional training that benefitted 565 prosecutors, investigators, and legal officers from the PNP, NBI, AFP, and CHR

- Scaled up the competence of law enforcement and justice authorities through trainings based on the Minnesota and Istanbul Protocols

2025

- Continued implementation of existing inter-agency training programs for law enforcers and prosecutors
- Institutionalized the training program through the development of a training manual and of resident experts within relevant agencies that will carry out the training program nationwide

2026

- Sustained implementation of the inter-agency training program for law enforcers and prosecutors
- Developed other learning tools that will complement or reinforce the existing training program
- Conducted an impact assessment of training program on the institutions and on the human rights situation in the country

2027

- Sustained implementation of the inter-agency training program for law enforcers and prosecutors and use complementary learning tools (e-learning)
- Reviewed and revised the training program to incorporate the new AO 35 Investigation Manual Guidebook (TPOA 4, 2026) and the results of the impact assessment

2028

- Implemented the revised training program

TPOA No. 3: Increasing the involvement of civil society in the AO 35 mechanism

Key Indicator: Number of CSOs engaged in AO 35 mechanism

Baseline: Eight

Performance Targets:

2024

- On 30 April 2024, the AO 35 Inter-Agency Committee adopted amendments to the Revised Operational Guidelines of AO 35 that expressly allowed CSOs to refer to the AO 35 Inter-Agency Committee, the AO 35 Secretariat, or the AO 35 TWG any complaint or information about grave human rights violation.
- Conducted dialogues with CSOs to increase awareness of the AO 35 mechanism and to solicit support in the investigation and resolution of grave human rights violation

2025

- Identified key CSOs working on human rights and justice issues and establish a network with AO 35 Mechanism
- Established a system of cooperation/collaboration with CSOs for effective dialogue and partnerships

2026

- Expanded the CSO network
- Sustained the system of collaboration with CSOs and other stakeholders

2027

- Sustained expansion of CSO network
- Conducted impact assessment of CSO involvement in AO 35 Mechanism and the system of cooperation/collaboration

2028

- Sustained expansion of CSO network
- Implemented the recommendations of impact assessment

TPOA No. 4: Integrating the Minnesota Protocol (on the investigation of potentially unlawful deaths), the Istanbul Protocol (on the effective investigation and documentation of torture and other cruel, inhuman, or degrading treatment or punishment), and other internationally accepted protocols, into the guidebook of AO 35 mechanism

Key Indicator: One AO 35 investigation guidebook developed/crafted

Baseline: Zero

Performance Targets:

2024

- AO35 Inter-Agency Committee adopted amendments to the Revised Operational Guidelines of AO 35 on 30 April 2024 that allowed for a more efficient and effective investigation of grave human rights violation.
- Included the Minnesota Protocol and Istanbul Protocol in the training activities being implemented by the AO 35 Secretariat and how these protocols are integrated/applied into the existing investigation protocols

2025

- Conducted initial scoping study of existing investigation procedures, protocols, and operational guidelines
- Crafted an Investigation Manual for AO 35 Cases (to integrate the Protocols)

2026

- Institutionalized the use of the AO 35 Investigation Manual Guidebook in the government (by all law enforcement agencies) through IAC approval
- Cascaded the use of the AO 35 Investigation Manual Guidebook

2027

- Sustained the cascading of AO 35 Investigation Manual Guidebook

2028

- Evaluated/Assessed the implementation of AO 35 Investigation Manual Guidebook

TPOA No. 5: Adopting a secure reporting system that will encourage the public to report violations without fear of reprisal or threats to their safety and security

Key Indicator: Enhanced reporting system of AO 35 cases

Baseline: Zero

Performance Targets:

2024

- Engaged in dialogue with CSOs and families of victims of grave human rights violation to identify cases of possible human rights violation to be included in efforts for evidence gathering and case build-up

2025

- Conducted consultations with civil society and other stakeholders for the design of an anonymous reporting system for violations
- Designed the reporting system

2026

- Implemented the reporting system as designed
- Conducted information dissemination campaign

2027

- Gathered feedback on the reporting system
- Sustained information dissemination campaign

2028

- Addressed feedback on the system
- Sustained information dissemination campaign

TPOA No. 6: Developing and maintaining a comprehensive database of all reported AO 35 cases for better data management and analytics

Key Indicator: One data management system for AO 35 cases designed/developed

Baseline: Zero

Performance Targets:

2024: From January to September 2024, assessed and reviewed the status of 565 cases for the purpose of, among others, improving monitoring and updating case records

2025: Designed and developed a data management system for AO 35 cases

2026: Implemented the system

2027: Assessed the system to ensure that it addresses its purpose

2028: Addressed recommendation/s to improve the system

Objective B: Emerging human rights issues and concerns from engagements with international and regional human rights mechanisms and other stakeholders

TPOA No. 7: Decongesting and improving the physical conditions of existing prison facilities

Item No. 1: Facilitate the timely release of PDLs

Key Indicator: Qualified PDLs timely released from detention

Baseline: 10,000 PDL records processed

Performance Targets by year:

2024: Processed 10,000 PDL records

2025: Processed 10,000 PDL records

2026: Processed 10,000 PDL records

2027: Processed 10,000 PDL records

2028: Processed 10,000 PDL records

Item No. 2: Transfer PDLs from NBP Reservation in Muntinlupa to other less-congested Operating Prison and Penal Farm (OPPF) nationwide

Key Indicator: PDLs transferred from NBP

Baseline: Around 5,000 PDLs transferred

Performance Targets:

2024: Transferred 5,000 PDLs

2025: Transferred 5,000 PDLs

2026: Transferred 5,000 PDLs

2027: Transferred 5,000 PDLs

2028: Transferred 5,000 PDLs

Item No. 3: Enhance existing prison facilities

Key Indicator: Enhanced prison facilities

Baseline: Constructed two additional buildings with 500 PDL capacity

Performance Targets:

2024: Started construction of two buildings with 500 PDL capacity

2025: Continued construction of the two buildings with 500 capacity

2026: Started construction of two buildings with 500 capacity

2027: Continued construction of the two buildings with 500 capacity

2028: Started construction of four buildings with 500 PDL capacity

TPOA No. 8: Institutionalizing and digitizing prison management system

Key Indicator: Updated 100% of the prison record of PDL using BuCor portal

Baseline: 20% of PDL prison records updated

Performance Targets:

2024: Updated 20% of PDL records

2025: Updated 40% of PDL records

2026: Updated 60% of PDL records

2027: Updated 80% of PDL records

2028: Updated 100% of PDL records

TPOA No. 9: Increasing and rationalizing the distribution/location of prison facilities

Item No.1: Continue establishment of regional prison facilities

Key Indicator: Two additional regional prison and penal farm from the seven existing prison and penal farm

Baseline: Ongoing coordination with identified LGUs for the establishment of additional prison and penal farm

Performance Targets:

2024: Identified possible locations for the establishment of additional prison and penal farms

2025: Sought approval from identified LGUs

2026: Proposed budget for the establishment of additional regional facilities

2027: Commenced the construction of additional regional facilities

2028: Continued construction of additional regional facilities

Item No. 2: Establish separate facilities for PDLs convicted for heinous crimes ("Supermax" Facilities)

Key Indicator: Separate/supermax facilities established

Baseline: One existing maximum compound within/inside the NBP in Muntinlupa City

Performance Targets:

2024: Identified possible locations for the establishment of "supermax" facilities

2025: Sought approval from identified LGUs

2026: Proposed budget for the establishment of "supermax" facility

2027: Commenced the construction of "supermax" facility

2028: Continued construction of "supermax" facility

TPOA No. 10: Integrating United Nations Standard Minimum Rules for Treatment of Prisoners (the Nelson Mandela Rules) and United Nations Rules for the Treatment of Women Prisoners and Non-Custodial Measures for Women Offenders (Bangkok Rules) and other related protocols into existing policies

Key Indicator: Integration of the UN standards in the treatment of prisoners in the policies and protocols of places of detention

Performance Targets:

2024: Coordinated with accredited research institution to conduct a comprehensive scoping study/inventory of existing policies, protocols, programs, measures, and practices in all places of detention

2025: Conducted a comprehensive scoping study/inventory of existing policies, protocols, programs, measures, and practices in all places of detention

2026: Crafted manual (or revise existing manual) of standards/protocols for all detention places

2027: Cascaded the manual standards/ protocols to all detention places

2028: Monitored implementation of manual of standards/protocols

TPOA No. 11: Enhancing social rehabilitation and reintegration of PDLS in the society

Key Indicator: Sustain current reformation and reintegration program for PDL

Baseline: 90% participation rate of PDLs in reformation and reintegration program

Performance Targets:

2024: 95% participation rate of PDLs in reformation and reintegration program

2025: 95% participation rate of PDLs in reformation and reintegration program

2026: 95% participation rate of PDLs in reformation and reintegration program

2027: 95% participation rate of PDLs in reformation and reintegration program

2028: 95% participation rate of PDLs in reformation and reintegration program

SECTION 6: PLAN OF WORK: 2024-2028

MATRIX 1: PLAN OF WORK: 2024-2028

Thematic Objective 1

TPOA NO. 1: Enhancing and harmonizing a system of protection and support for victims, victims' families, and witnesses in subject cases to encourage them to come forward with information and ensure their safety

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year: 2025							
Harmonized various government programs that provide support to victims and witnesses into a single well-coordinated system	National	Harmonize guidelines for the protection and support for victims, victims' families, and witnesses in subject cases.	One harmonized guidelines for the protection and support for victims, victims' families, and witnesses in subject cases developed/ crafted	Q1 to Q4 – Drafting/ crafting of the harmonized guidelines	DOJ-AO 35 Secretariat		The programs are dependent on Congress approval of budget through the General Appropriations Act (GAA)
Conducted stakeholder consultation on similar support programs to victims and witnesses provided by civil society organizations	National	Meeting with CSOs on victim and witness support and protection	Number of meetings conducted	Q1 to Q4 – 3	DOJ-AO 35 Secretariat		The programs are dependent on Congress approval of budget through the GAA.
Advocated for budgetary increase to cover more beneficiaries into the various programs	National	Conduct of public awareness campaign and caravan	Number of campaigns and/or caravan conducted	Q1 – 0 Q2 – 3 Q3 – 0 Q4 – 0 Total: 3	DOJ – BOC	0 ₱100,000 0 0 Total: ₱100,000	The programs are dependent on Congress approval of budget through the GAA.
Year: 2026							
Institutionalized the government's harmonized system of protection and support	National	Conduct training on Victims Compensation Program	Number of training conducted	Q1 – 0 Q2 – 3 Q3 – 3 Q4 – 1 Total: 7	DOJ – BOC	Total: ₱650,000	The programs are dependent on Congress approval of budget through the GAA.
Provided increased/ improved support services to victims, victims' families, and witnesses in subject cases	National	Harmonize guidelines for the protection and support for victims, victims' families, and witnesses in subject cases	One harmonized guideline for the protection and support for victims, victims' families, and witnesses in subject cases developed/ crafted	Q1 to Q4 – Drafting/ crafting of the harmonized guidelines	DOJ-AO 35		The programs are dependent on Congress approval of budget through the GAA.
Year: 2027							
Intensified information dissemination campaign on the integrated system of protection and support of the government and the private sector	National	Printing of Information Education and Communications (IEC) Materials	Number of IEC material disseminated	Q3 – 100	DOJ – BOC	Total: ₱139,000	The programs are dependent on Congress approval of budget through the GAA.

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Conducted monitoring and evaluation (M&E) on the harmonized guidelines on victim and witness protection and support	National	Conduct M&E on the harmonized guidelines.	Number of meetings on M&E conducted	Q1 to Q4 – Implementation of M&E	DOJ – Human Rights Office		The programs are dependent on Congress approval of budget through the GAA.
Sustained the provision of increased/improved support services to victims, victims' families, and witnesses in subject cases	National	Conduct assessment and sustain provision of increased/ improved support services to victims, victims' families, and witnesses in subject cases.	Number of assessment meetings conducted	Q1 to Q4 – Four Assessment meetings			The programs are dependent on Congress approval of budget through the GAA.
Year: 2028							
Introduced further improvements into the harmonized guidelines of support and protection	National	Gathering of feedback on the improvements into the harmonized guidelines of support and protection mechanism	Number of feedback on the improvements into the harmonized guidelines of support and protection mechanism acted upon	Q1 to Q4 – Feedback implementation			The programs are dependent on Congress approval of budget through the GAA.
Sustained the provision of increased/improved support services to victims, victims' families, and witnesses in subject cases	National	Conduct assessment and sustain provision of increased/ improved support services to victims, victims' families, and witnesses in subject cases.	Number of assessment meetings conducted	Q1 to Q4 – Four Assessment meetings			The programs are dependent on Congress approval of budget through the GAA.

TPOA NO. 2: Implement an effective training program for investigators and prosecutors in the investigation and prosecution of cases involving ELKs, EDs, torture, and other grave human rights violations							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year: 2025							
Continued implementation of existing inter-agency training program for law enforcers and prosecutors	National	Conduct of trainings for prosecutors, investigators, and other relevant personnel in different areas	Number of prosecutors/ investigators trained	Q1 – 0 Q2 – 60 Q3 – 30 Q4 – 30 Total: 120	DOJ-AO 35	0 ₱2,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
	National	Conduct of regional and security awareness trainings for prosecutors, investigators, and other relevant personnel in different areas	Number of prosecutors/ investigators trained	Q1 – 0 Q2 – 0 Q3 – 30 Q4 – 30 Total: 60	DOJ-AO 35	0 0 ₱1,000,000 ₱1,000,000 Total: ₱2,000,000	The programs are dependent on Congress approval of budget through the GAA.

Institutionalized the training program through the development of a training manual and of resident experts within relevant agencies that will carry out the training program nationwide	National	Conduct of trainings for prosecutors, investigators, and other relevant personnel in different areas	Number of prosecutors/ investigators trained	Q1 – 0 Q2 – 60 Q3 – 30 Q4 – 30 Total: 120	DOJ-AO 35	0 ₱2,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Year: 2026							
Sustained implementation of the inter-agency training program for law enforcers and prosecutors	National	Continuous conduct of trainings for prosecutors, investigators, and other relevant personnel in different areas	Number of prosecutors/ investigators trained	Q1 – 0 Q2 – 60 Q3 – 30 Q4 – 30 Total: 120	DOJ-AO 35	0 ₱2,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
	National	Continuous conduct of regional and security awareness trainings for prosecutors, investigators, and other relevant personnel in different areas	Number of prosecutors/ investigators trained	Q1 – 0 Q2 – 0 Q3 – 30 Q4 – 30 Total: 60	DOJ-AO 35	0 0 ₱1,000,000 ₱1,000,000 Total: ₱2,000,000	The programs are dependent on Congress approval of budget through the GAA.
Developed other learning tools that will complement or reinforce the existing training program	National	Meetings and writeshop for developing other learning tools	Reference materials and other learning tools on AO 35 cases	Q1 to Q2	DOJ-AO 35	₱1,000,000	The programs are dependent on Congress approval of budget through the GAA.
Conducted an impact assessment of training program on the institutions and on the human rights situation in the country	National	Dialogues and gathering of feedback on the impact assessment of training program on the institutions and on the human rights situation in the country	Number of feedback on the impact assessment of training program on the institutions and on the human rights situation in the country acted upon	Q1 to Q4 – Feedback implementation	DOJ-AO 35	₱500,000	
Year: 2027							
Sustained implementation of the inter-agency training program for law enforcers and prosecutors and use complementary learning tools (e-learning)	National	Continuous conduct of trainings for prosecutors, investigators, and other relevant personnel in different areas	Number of prosecutors/ investigators trained	Q1 – 0 Q2 – 60 Q3 – 30 Q4 – 30 Total: 120	DOJ-AO 35	0 ₱2,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
	National	Continuous conduct of regional and security awareness trainings for prosecutors, investigators, and other relevant personnel in different areas	Number of prosecutors/ investigators trained	Q1 – 0 Q2 – 0 Q3 – 30 Q4 – 30 Total: 60	DOJ-AO 35	0 0 ₱1,000,000 ₱1,000,000 Total: ₱2,000,000	The programs are dependent on Congress approval of budget through the GAA.
Year: 2028							
Assessed the training program to ensure its effectivity to the participants	National	Dialogues and meetings for the assessment of the Training Program	Training Program for AO 35 cases assessed	Q1 to Q4 – Assessment of the training program	DOJ-AO 35	₱800,000	

TPOA NO. 3: Increase the involvement of civil society in the AO 35 mechanism							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year: 2025							
Identified key CSOs working on human rights and justice issues and establish a network with AO 35 Mechanism	National	Conduct of dialogues/ conferences with CSOs and other stakeholders	Number of dialogues/ conferences conducted	Q1 – Inventory of CSOs Q2 – 1 Q3 – 1 Q4 – 1 Total: 4	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Established a network with CSOs for effective dialogue and partnerships	National	Conduct of meeting and fellowship with CSOs	Number of meeting and fellowship with CSOs conducted	Q1 – Inventory of CSOs Q2 – 1 Q3 – 1 Q4 – 1 Total: 4	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Year: 2026							
Expanded the CSO network	National	Continuous conduct of meeting and fellowship with CSOs	Number of meeting and fellowship with CSOs conducted	Q1 – Inventory of CSOs Q2 – 1 Q3 – 1 Q4 – 1 Total: 4	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Year: 2027							
Sustained expansion of CSO network	National	Continuous conduct of meeting and fellowship with CSOs	Number of meeting and fellowship with CSOs conducted	Q1 – Inventory of CSOs Q2 – 1 Q3 – 1 Q4 – 1 Total: 4	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Conducted impact assessment of CSO involvement in AO 35 mechanism	National	Gathering of feedback on the impact assessment of CSO involvement in AO 35 mechanism	Number of feedback on the impact assessment of CSO involvement in AO 35 mechanism acted upon	Q1 – Inventory of CSOs Q2 – 1 Q3 – 1 Q4 – 1 Total: 4	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Year: 2028							
Sustained expansion of CSO network	National	Continuous conduct of meeting and fellowship with CSOs	Number of meeting and fellowship with CSOs conducted	Q1 – Inventory of CSOs Q2 – 1 Q3 – 1 Q4 – 1 Total: 4	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Implemented the recommendations of impact assessment	National	Address the feedback on the impact assessment of CSO involvement in AO 35 mechanism	Number of issues/feedback on the impact assessment of CSO involvement in AO 35 mechanism acted upon	Q1 – Inventory of CSOs Q2 – 1 Q3 – 1 Q4 – 1 Total: 4	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.

TPOA NO. 4: Integrate the Minnesota Protocol (on the investigation of potentially unlawful deaths), the Istanbul Protocol (on the effective investigation and documentation of torture and other cruel, inhuman or degrading treatment or punishment), and other internationally accepted protocols, into the AO 35 investigation guidebook							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year: 2025							
Conducted initial scoping study of existing investigation procedures, protocols, and operational guidelines	National	Meeting with stakeholders and other inter-agency partners of AO 35	Number of meetings for study of the AO 35 guidebook conducted	Q1 – meetings and dialogues Q2 – 1 Q3 – 1 Q4 – 1 Total: 4	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Crafted an Investigation Guidebook for AO 35 Cases (to integrate the Protocols)	National	Drafting/Crafting of the AO 35 investigation guidebook	One AO 35 investigation guidebook developed/crafted	Q1 – meetings and dialogues Q2 – 1 Q3 – 1 Q4 – 1 Total: 4	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Year: 2026							
Institutionalized the use of the AO 35 Investigation Guidebook in the government (by all law enforcement agencies) through IAC approval	National	Meeting with stakeholders and other inter-agency partners of AO35	Number of meeting for the approval of the AO 35 Guidebook conducted	Q1 – meetings and dialogues Q2 – 1 Q3 – 1 Q4 – 1 Total: 4	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Cascaded the use of the AO 35 Investigation Guidebook	National	Training on the use of the AO 35 Investigation Guidebook	Number of training conducted	Q1 – meetings and dialogues Q2 – 1 Q3 – 1 Q4 – 1 Total: 4	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Year: 2027							
Sustained the cascading of AO 35 Investigation Guidebook	National	Continuous training on the use of the AO 35 Investigation Guidebook	Number of training conducted	Q1 – meetings and dialogues Q2 – 1 Q3 – 1 Q4 – 1 Total: 4	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Year: 2028							
Evaluated/Assessed the implementation of the AO 35 Investigation Guidebook	National	Gathering of feedback on the implementation of the AO 35 Investigation Guidebook	Number of feedback on the implementation of the AO 35 Investigation Guidebook acted upon	Q1 – meetings and dialogues Q2 – 1 Q3 – 1 Q4 – 1 Total: 4	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.

TPOA NO. 5: Adopt a secure reporting system that will encourage the public to report violations without fear of reprisal or threats to their safety and security							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year: 2025							
Conducted consultations with civil society and other stakeholders for the design of an anonymous reporting system for violations	National	Gathering of inputs from the CSOs and other stakeholders	Number of meetings and dialogues conducted	Q1 – meetings and dialogues Q2 – 1 Q3 – 1 Q4 – 1 Total: 4	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Designed the enhanced reporting system	National	Anonymous reporting system on reporting of violations enhanced	One anonymous reporting system on reporting of violations enhanced	Q1 – Assessment of currently used reporting system for identification of areas of improvements, and assessment of quality of reporting system being used Q2 – Initial planning, vetting and finalization of requirements for the components of the system to be enhanced Q3 – Enhancement of the anonymous reporting system Q4 – Finalization of the reporting system	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Year: 2026							
Implemented the reporting system as designed	National	Anonymous reporting system on reporting of violations implemented	One anonymous reporting system on reporting of violations implemented	Q1 to Q4 – Implement and use of the reporting system	DOJ-AO 35	No cost	
Conducted information dissemination campaign	National	Conduct information dissemination campaign.	Number of information dissemination campaigns conducted	Q1 to Q4 – Dialogues and awareness campaigns and publication and posting on social media and other platforms	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.
Year: 2027							
Gathered feedback on the reporting system	National	Gathering of feedback on the reporting system	Number of feedback on the reporting system acted upon	Q1 to Q4 – Feedback implementation	DOJ-AO 35	No cost	
Sustained information/ dissemination campaign	National	Continuous information dissemination campaign	Number of information dissemination campaigns conducted	Q1 to Q4 – dialogues and awareness campaigns and publication and posting on social media and other platform	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.

Year: 2028							
Addressed feedback on the system	National	Address the feedback on the reporting system.	Number of issues/feedback on the reporting system acted upon	Q1 to Q4 – Feedback implementation	DOJ-AO 35	No cost	
Sustained information dissemination campaign	National	Continuous information dissemination campaign	Number of information dissemination campaigns conducted	Q1 to Q4 – Dialogues and awareness campaigns and publication and posting on social media and other platform	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱1,000,000 ₱1,000,000 Total: ₱4,000,000	The programs are dependent on Congress approval of budget through the GAA.

TPOA NO. 6: Develop and maintain a comprehensive database of all reported AO 35 cases for better data management and analytics							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year: 2025							
Designed and developed a data management system for AO 35 cases.	National	Data management system for AO 35 cases designed/ developed	One data management system for AO 35 cases designed/ developed	Q1 – Assessment of currently used data management system for identification of areas of improvements, and assessment of quality of data being used in the current database Q2– Initial planning, vetting and finalization of requirements for features and components of the system to be developed Q3 – Developing of the system Q4 – Finalization of the system for final delivery to the end user	DOJ-AO 35	₱1,000,000 ₱1,000,000 ₱15,000,000 ₱1,000,000 Total: ₱18,000,000	The programs are dependent on Congress approval of budget through the GAA.
Year: 2026							
Implemented the system	National	Data management system for AO 35 cases used and tested	One data management system for AO 35 cases used and tested	Q1 to Q4 – Implement and use of the system including digitization of files and maintenance	DOJ-AO 35	₱100,000 ₱100,000 ₱100,000 ₱100,000 Total: ₱400,000	The programs are dependent on Congress approval of budget through the GAA.
Year: 2027							
Assessed the system to ensure that it addresses its purpose	National	Data management system for AO 35 cases assessed	One data management system for AO 35 cases assessed	Q1 to Q4 – Implementation and use of the system including digitization of files and maintenance	DOJ-AO 35	₱100,000 ₱100,000 ₱100,000 ₱100,000 Total: ₱400,000	The programs are dependent on Congress approval of budget through the GAA.

Year: 2028							
Addressed recommendation/s to improve the system	National	Feedback on AO 35 cases data management system implemented	Number of feedback on AO 35 cases data management system acted upon	Q1 to Q4 – Feedback and implementation and use of the system including digitization of files and maintenance	DOJ-AO 35	₱100,000 ₱100,000 ₱100,000 ₱100,000 Total: ₱400,000	The programs are dependent on Congress approval of budget through the GAA.

TPOA NO. 7: Decongest and improve physical conditions of existing prison facilities							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year: 2024-2028							
Facilitated the timely release of qualified PDLs	Local	Management Screening and Evaluation Committee (MSEC) Deliberation	Determine the GCTA earned by each PDL		BuCor	BuCor budget	Tools and equipment, manpower
Transferred PDL from NBP Muntinlupa to other less congested prison and penal farm located nationwide	Local	Transfer PDL from NBP Muntinlupa to other less congested prisons and penal farms.	Decongest NBP prison facilities		BuCor	BuCor	Budget approval
Enhanced existing prison facilities	Local	Repair and construction of additional building in existing prisons and penal farms	Decongestion of prisons and penal farms nationwide		BuCor	BuCor budget	Approval of the budget

TPOA NO. 8: Institutionalizing a digitalized prison management system							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year: 2024-2025							
Updated 100% of prison records through BuCor portal	Local	Encoding of PDL data to BuCor portal	Updated prison records	1st-2nd Year (40%) 3rd Year (60%) 4th Year (80%) 5th Year (100%)	BuCor	BuCor budget	Tools and equipment

TPOA NO. 9: Increasing and rationalizing location/distribution of prison facilities							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year: 2024-2028							
Established additional regional facilities	Local	Establishment of additional regional facility	Decongestion	1st Year Identification of establishment of additional regional facility	BuCor	BuCor budget	Budget approval

				2nd Year Coordination and seeking approval from LGUs for the establishment of additional regional facility 3rd Year Proposed budget for the construction of additional regional facilities 4th Year Commencement of the construction of the additional regional facility 5th Year Continuation of the construction of additional regional facilities			

TPOA NO. 10: Integrating UN standards minimum rules for treatment of prisoners, and women prisoners and non-custodial measures for women offenders and other related protocols into existing policies							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year: 2024-2028							
Integrated UN standards minimum rules for treatment of prisoners, and women prisoners and non-custodial measures for women offenders and other related protocols into existing policies		Crafted a Standard Manual on Treatment of PDL complaint to UN Standard for Treatment of Prisoners	Standard Manual on Treatment of PDL complaint to the UN Standard	1st Year Coordinate with the accredited Research Center. 2nd Year Conduct comprehensive scoping study/ inventory of existing policies, protocols, programs, measures, and practices in all places of detention. 3rd Year Craft Manual (or revise existing manuals) of standards/ protocols for all detention places. 4th Year Cascade the manual standards/ protocols to all detention places.	BuCor	BuCor budget	Approval of budget

TPOA NO. 11: Enhancing social rehabilitation and reintegration of PDLS in the society							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year: 2024-2028							
Sustained implementation of current reformation and reintegration programs	Local	Continuous conduct of reformation and reintegration programs to PDL	Reform a productive citizen upon release to the mainstream society	1st Year Conduct of reformation and reintegration program to at least 95% PDL 2nd Year Conduct of reformation and reintegration program to at least 95% PDL 3rd Year Conduct of reformation and reintegration program to at least 95% PDL 4th Year Conduct of reformation and reintegration program to at least 95% PDL 5th Year Conduct of reformation and reintegration program to at least 95% PDL	BuCor	BuCor	Approval of budget in partnership with public and private organization

SECTION 7: INTER-CHAPTER LINKAGES

MATRIX 2: INTER-CHAPTER LINKAGES

Identified Chapter	HRIAC/s	Thematic Objective	Joint Thematic Programs of Action (TPOAs)/Component/s	Accountable Agencies
Chapter 8	HRIAC 1.1	2	TPOA 1.1.2	Department of the Interior and Local Government (DILG) and DOJ
Chapter 8	HRIAC 1.1	2	TPOA 1.1.3	DILG and DOJ
Chapter 8	HRIAC 1.1	2	TPOA 1.1.5	DILG and DOJ

SECTION 8: LINKAGES WITH OTHER DEVELOPMENT PLANS

MATRIX 3: LINKAGES WITH OTHER DEVELOPMENT PLANS

Thematic Objective	Thematic Program of Action (TPOAs) No./ Components	Sector/s Involved	Contributions to Specific Sectors Covered by the Other Development Plans		
			SDGs	PDP	NAP- WPS, etc.
Objective 1: To address continuing human rights issues and concerns (HRIAC) arising from the assessment of the previous PHRP3	TPOA 1: Enhance and harmonize a system of protection and support for victims, victims' families, and witnesses in subject cases to encourage them to come forward with information and ensure their safety	DOJ DILG CHR PHRCS PNP NBI AFP Department of National Defense (DND)	SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	Chapter 13: Ensure Peace and Security and Enhance Administration of Justice	
	TPOA 2: Implement an effective training program for investigators and prosecutors in the investigation and prosecution of cases involving ELKs, EDs, torture, and other grave human rights violation	DOJ DILG CHR PHRCS PNP NBI AFP DND	SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	Chapter 13: Ensure Peace and Security and Enhance Administration of Justice	
	TPOA 3: Increase the involvement of civil society in the AO 35 mechanism	DOJ DILG CHR PHRCS PNP NBI AFP DND	SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	Chapter 13: Ensure Peace and Security and Enhance Administration of Justice	
	TPOA 4: Integrate the Minnesota Protocol (on the investigation of potentially unlawful deaths), the Istanbul Protocol (on the effective investigation and documentation of torture and other cruel, inhuman, or degrading treatment or punishment), and other internationally accepted protocols, into the investigation manual of AO 35 mechanism	DOJ DILG CHR PHRCS PNP NBI AFP DND	SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	Chapter 13: Ensure Peace and Security and Enhance Administration of Justice	
	TPOA 5: Adopt a secure reporting system that will encourage the public to report violations without fear of reprisal or threats to their safety and security	DOJ DILG CHR PHRCS PNP NBI AFP DND	SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	Chapter 13: Ensure Peace and Security and Enhance Administration of Justice	

Thematic Objective	Thematic Program of Action (TPOAs) No./ Components	Sector/s Involved	Contributions to Specific Sectors Covered by the Other Development Plans		
			SDGs	PDP	NAP- WPS, etc.
	TPOA 6: Develop and maintain a comprehensive database of all reported AO 35 cases for better data management and analytics	DOJ DILG CHR PHRCS PNP NBI AFP DND	SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	Chapter 13: Ensure Peace and Security and Enhance Administration of Justice	
Objective 2: To address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders	TPOA 7: Decongest and improve physical conditions of existing prison facilities	DOJ DILG PNP BJMP BuCor BPP PPA	SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	Chapter 13: Ensure Peace and Security and Enhance Administration of Justice	
	TPOA 8: Institutionalize a digitalized prison record management system	DOJ DILG PNP BJMP BuCor BPP PPA	SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	Chapter 13: Ensure Peace and Security and Enhance Administration of Justice	
	TPOA 9: Increase and rationalize distribution/location of prison facilities	DOJ DILG PNP BJMP BuCor BPP PPA	SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	Chapter 13: Ensure Peace and Security and Enhance Administration of Justice	
	TPOA 10: Integrate the United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules) and United Nations Rules for the Treatment of Women Prisoners and Non-Custodial Measures for Women Offenders (Bangkok Rules) and other related protocols into existing policies	DOJ DILG PNP BJMP BuCor BPP PPA	SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	Chapter 13: Ensure Peace and Security and Enhance Administration of Justice	
	TPOA 11: Enhance social rehabilitation and reintegration of PDLs in the society	DOJ DILG PNP BJMP BuCor BPP PPA	SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	Chapter 13: Ensure Peace and Security and Enhance Administration of Justice	

SECTION 9: COLLABORATION AMONG GOVERNMENT ORGANIZATIONS, LOCAL GOVERNMENT UNITS, PRIVATE SECTOR, AND CIVIL SOCIETY ORGANIZATIONS

AO 35 creating an inter-agency committee on ELKs, EDs, torture, and other grave violations on the rights to life, liberty, and security of persons is an institutional mechanism that regularly requires sustained inter-branch collaboration and cooperation. The AO 35 mechanism's inter-branch collaboration and cooperation covers the PHRCS, DILG, DND, OPAPA, Office of the Presidential Adviser on Peace, Reconciliation and Unity (OPAPRU), AFP, PNP, and the NBI with the Ombudsman, CHR, and the DFA as independent observers.

Thus, inter-branch collaboration of ten agencies is institutionalized and mainstreamed within the TPOA 3, for the increased involvement of civil society in the AO 35 mechanism.

TPOAs that enable civic space through accessible DOJ mechanisms for collaboration with CSOs and the private sector may be found in TPOA 3 for the increased involvement of civil society in the AO 35 mechanism; TPOA 5 on the adoption of a secure reporting system that will encourage the public to report violations without fear of reprisal or threats to their safety and security; and TPOA 11 on enhancing social rehabilitation and reintegration of PDLs in the society.

Said TPOAs were meant to allow the access of CSOs, the private sector as well as victims, their families and the general public not linked or involved with any group or organization to ensure its accessibility.

Seventy-four CSOs and private sector organizations involved themselves in Question and Answer (Q&A) deliberations with DOJ representatives and 55 posted their comments and/or inputs on the gallery. None of them offered cooperation and/or partnership during and after the PHRP4 consultations. The DOJ appreciates the 74 CSOs that participated during the Q & A deliberations and 55 CSOs that posted comments and/or inputs on the gallery and considers their participation as initial steps to cooperation and future partnerships.

It may be noted that several participating CSOs and private sector organizations already have on-going constructive collaborations and partnerships with the DOJ prior to the PHRP4 consultations. The DOJ currently sustains and mainstreams collaborations and partnerships with said CSOs through the AO 35 mechanism during regular regional case conferences and quarterly engagements with DOJ senor officials.

MATRIX 4: COLLABORATION AMONG THE GOVERNMENT ORGANIZATIONS, LGUs, PRIVATE SECTOR, AND CSOS IN SEPARATE DOCS

Thematic Objective 1 **TPOA NO. 1: Enhancing and harmonizing a system of protection and support for victims, victims' families, and witnesses in subject cases to encourage them to come forward with information and ensure their safety**						
Thematic Performance Targets	**TPOA No. (Component) Plan of Work (Key Activities/ Action Steps)**	**Target Quarter**	**Government Branches/Agencies/ LGUs Involved**	**Civil Society Organizations Involved**	**Private Sector Involved**	**Expected Collaborative Strategies and/or Activities**
Year: 2025						
Harmonized various government programs that provide support to victims and witnesses into a single well-coordinated system			DOJ DFA CHR DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			

Conducted stakeholder consultation on similar support programs to victims and witnesses provided by civil society organizations			DOJ DFA CHR DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Advocated for budgetary increase to cover more beneficiaries into the various programs			DOJ DFA CHR DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2026						
Institutionalized the government's harmonized system of protection and support			DOJ DFA CHR DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Provided increased/improved support services to victims, victims' families, and witnesses in subject cases			DOJ DFA CHR DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2027						
Intensified information dissemination campaign on the integrated system of protection and support of the government and the private sector			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Conducted M&E on the harmonized guidelines on victim and witness protection and support			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			

Sustained the provision of increased/improved support services to victims, victims' families, and witnesses in subject cases			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2028						
Introduced further improvements into the harmonized guidelines of support and protection			DOJ DFA CHR DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Sustained the provision of increased/improved support services to victims, victims' families, and witnesses in subject cases			DOJ DFA CHR DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			

TPOA NO. 2: Implementing an effective training program for investigators and prosecutors in the investigation and prosecution of cases involving ELKs, EDs, torture, and other grave human rights violations						
Thematic Performance Targets	**TPOA No. (Component) Plan of Work (Key Activities/ Action Steps)**	**Target Quarter**	**Government Branches/Agencies/ LGUs Involved**	**Civil Society Organizations Involved**	**Private Sector Involved**	**Expected Collaborative Strategies and/or Activities**
Year: 2025						
Continued implementation of existing inter-agency training program for law enforcers and prosecutors			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Institutionalized the training program through the development of a training manual and of resident experts within relevant agencies that will carry out the training program nationwide			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			

Year: 2026						
Sustained implementation of the inter-agency training program for law enforcers and prosecutors			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Developed other learning tools that will complement or reinforce the existing training program			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Conducted an impact assessment of training program on the institutions and on the human rights situation in the country			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2027						
Sustained implementation of the inter-agency training program for law enforcers and prosecutors and use complementary learning tools (e-learning)			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2028						
Assessed the training program to ensure its effectivity to the participants			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			

TPOA NO. 3: Increasing the involvement of civil society in the AO 35 mechanism						
Thematic Performance Targets	**TPOA No. (Component) Plan of Work (Key Activities/ Action Steps)**	**Target Quarter**	**Government Branches/Agencies/ LGUs Involved**	**Civil Society Organizations Involved**	**Private Sector Involved**	**Expected Collaborative Strategies and/or Activities**
Year: 2025						
Identified key CSOs working on human rights and justice issues and establish a network with AO 35 Mechanism			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Established a network with CSOs for effective dialogue and partnerships			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2026						
Expanded the CSO network			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2027						
Sustained expansion of CSO network			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Conducted impact assessment of CSO involvement in AO 35 mechanism			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			

Year: 2028						
Sustained expansion of CSO network			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Implemented the recommendations of impact assessment			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			

TPOA NO. 4: Integrating the Minnesota Protocol (on the investigation of potentially unlawful deaths), the Istanbul Protocol (on the effective investigation and documentation of torture and other cruel, inhuman, or degrading treatment or punishment), and other internationally accepted protocols into the AO 35 investigation guidebook						
Thematic Performance Targets	**TPOA No. (Component) Plan of Work (Key Activities/ Action Steps)**	**Target Quarter**	**Government Branches/Agencies/ LGUs Involved**	**Civil Society Organizations Involved**	**Private Sector Involved**	**Expected Collaborative Strategies and/or Activities**
Year: 2025						
Conducted initial scoping study of existing investigation procedures, protocols, and operational guidelines			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Crafted an Investigation Guidebook for AO 35 Cases (to integrate the Protocols)			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2026						
Institutionalized the use of the AO 35 Investigation Guidebook in the government (by all law enforcement agencies) through IAC approval			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			

Cascaded the use of the AO 35 Investigation Guidebook			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2027						
Sustained the cascading of the AO 35 Investigation Guidebook			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2028						
Evaluated/Assessed the implementation of the AO 35 Investigation Guidebook			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			

TPOA NO. 5: Adopting a secure reporting system that will encourage the public to report violations without fear of reprisal or threats to their safety and security						
Thematic Performance Targets	**TPOA No. (Component) Plan of Work (Key Activities/ Action Steps)**	**Target Quarter**	**Government Branches/Agencies/ LGUs Involved**	**Civil Society Organizations Involved**	**Private Sector Involved**	**Expected Collaborative Strategies and/or Activities**
Year: 2025						
Conducted consultations with civil society and other stakeholders for the design of an anonymous reporting system for violations			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Designed the enhanced reporting system			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2026						
Implemented the reporting system as designed			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			

Conducted information dissemination campaign			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2027						
Gathered feedback on the reporting system			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Sustained information dissemination campaign			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2028						
Addressed feedback on the system			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Sustained information dissemination campaign			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			

TPOA NO. 6: Developing and maintaining a comprehensive database of all reported AO 35 cases for better data management and analytics						
Thematic Performance Targets	**TPOA No. (Component) Plan of Work (Key Activities/ Action Steps)**	**Target Quarter**	**Government Branches/Agencies/ LGUs Involved**	**Civil Society Organizations Involved**	**Private Sector Involved**	**Expected Collaborative Strategies and/or Activities**
Year: 2025						
Designed and developed a data management system for AO 35 cases			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			

Year: 2026						
Implemented the system			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2027						
Assessed the system to ensure that it serves its purpose			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			
Year: 2028						
Addressed recommendation/s to improve the system			DOJ DILG PHRCS PNP NBI AFP DND OPAPA OPAPRU			

TPOA NO. 7: Decongesting and improving physical conditions of existing prison facilities

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/ Action Steps)	Target Quarter	Government Branches/ Agencies/LGUs Involved	Civil Society Organizations Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
Year: 2024-2028						
Facilitated the timely release of qualified PDLs	MSEC to conduct deliberation for at least 2,000 PDLs a month		PPA BPP DOJ BuCor			
Transferred PDLs from NBP Muntinlupa to other less congested prison and penal farm located nationwide	Transferred at least 5,000 PDLs a year		BuCor			
Enhanced existing prison facilities	Repair at least 6 buildings in 7 existing prisons and penal farm.		BuCor			

TPOA NO. 8: Institutionalizing a digitized prison management system

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/ Action Steps)	Target Quarter	Government Branches/ Agencies/LGUs Involved	Civil Society Organizations Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
Year: 2024-2025						
Updated 100% of prison records through BuCor portal	Update at least 10,000 prison records a year.		BuCor			

TPOA NO. 9: Increasing and rationalizing location/distribution of prison facilities						
Thematic Performance Targets	**TPOA No. (Component) Plan of Work (Key Activities/ Action Steps)**	**Target Quarter**	**Government Branches/ Agencies/LGUs Involved**	**Civil Society Organizations Involved**	**Private Sector Involved**	**Expected Collaborative Strategies and/or Activities**
Year: 2024-2028						
Established additional regional facility	Establish at least two additional regional facilities		Department of Budget and Management DOJ BuCor			

TPOA NO. 10: Integrating UN standards minimum rules for treatment of prisoners, and women prisoners and non-custodial measures for women offenders and other related protocols into existing policies						
Thematic Performance Targets	**TPOA No. (Component) Plan of Work (Key Activities/ Action Steps)**	**Target Quarter**	**Government Branches/ Agencies/LGUs Involved**	**Civil Society Organizations Involved**	**Private Sector Involved**	**Expected Collaborative Strategies and/or Activities**
Year: 2024-2028						
Integrated UN standards minimum rules for treatment of prisoners, and women prisoners and non-custodial measures for women offenders and other related protocols into existing policies	Crafted Manuals adhering to the UN Standard Minimum Rules for treatment of PDLs		BuCor CHR			

TPOA NO. 11: Enhancing social rehabilitation and reintegration of PDLS in the society						
Thematic Performance Targets	**TPOA No. (Component) Plan of Work (Key Activities/Action Steps)**	**Target Quarter**	**Government Branches/Agencies/ LGUs Involved**	**Civil Society Organizations Involved**	**Private Sector Involved**	**Expected Collaborative Strategies and/or Activities**
Year: 2024-2028						
Sustained implementation of current reformation and reintegration programs	95% participation rate of PDLs to all reformation and reintegration programs		BuCor Technical Education and Skills Development Authority (TESDA) Department of Labor and Employment (DOLE) LGU Public Employment Service Office (PESO) Department of Social Welfare and Development (DSWD) Pamantasan ng Lungsod ng Muntinlupa Occidental Mindoro State University Palawan State University	• Religious Volunteer Organization (RVO) - Bethany Baptist Church - Couples for Christ - Eucharistic Disciples of Divine Mercy - Iglesia ni Cristo - Philippine Jesuit for Prison - The Valley Cathedral Philippines Corp. - Catholic Church - Marian Missionaries • UN Office on Drugs and Crime • Football Club Bilibid	• Mr. Billy Tan-Malaysian-Philippine Humanitarian Community • University of Perpetual Help System DALTA-Las Piñas • Consuelo Zobel Foundation • Philippine Business for Social Progress • TV5 Alagang Kapatid • Polytechnic University of the Philippines – Graduate School, Sta. Mesa, Manila • BP One Food • Colombo Plan	

SECTION 10: CAPACITY-BUILDING PLAN FOR THE DUTY-BEARERS, NON-STATE DUTY-BEARERS, AND RIGHTS-HOLDERS OF THE 4TH PHILIPPINE HUMAN RIGHTS PLAN

MATRIX 5: CAPACITY-BUILDING NEEDS OF THE FA/TWG/CLUSTER OF AGENCIES

FA/TWG/CLUSTER AGENCIES	CAPACITY-BUILDING NEEDS					
	Rights-based Situation Analysis	Rights-based Role Analysis And Capacity Gaps Analysis	Applying HR Principles in Different Stages of Programs/ Projects/Activities	Applying State Obligations (Respect, Protect, and Fulfill in Programs/ Projects/Activities	Applying Normative Content and Levels of Compliance in Programs/ Projects/Activities	Rights-based Indicators Setting, Monitoring and Evaluation
Local Government Units	✓	✓	✓	✓	✓	✓
Department of the Interior and Local Government	✓	✓	✓	✓	✓	✓
Commission on Human Rights	✓	✓	✓	✓	✓	✓
Presidential Human Rights Committee Secretariat	✓	✓	✓	✓	✓	✓
Department of National Defense	✓	✓	✓	✓	✓	✓
Armed Forces of the Philippines	✓	✓	✓	✓	✓	✓
National Bureau of Investigation	✓	✓	✓	✓	✓	✓
Philippine National Police	✓	✓	✓	✓	✓	✓
Bureau of Corrections	✓	✓	✓	✓	✓	✓
Bureau of Jail Management and Penology	✓	✓	✓	✓	✓	✓
Board of Pardons and Parole	✓	✓	✓	✓	✓	✓
Parole and Probation Administration	✓	✓	✓	✓	✓	✓
Non-state Duty-bearers/ Actors (Private Sector)						
Rights-Holders: CSOs (POs, NGOs, etc.)						
Medical Action Group	✓	✓	✓	✓	✓	✓
Philippine Jesuit Prison Service Foundation, Inc.	✓	✓	✓	✓	✓	✓
Philippine Alliance of Human Rights Advocates	✓	✓	✓	✓	✓	✓
UP Institute of Human Rights	✓	✓	✓	✓	✓	✓
Ateneo Human Rights Center	✓	✓	✓	✓	✓	✓
Pimentel Institute for Leadership and Governance, Association of Child Caring Agencies in the Philippines	✓	✓	✓	✓	✓	✓

Based on the above results of the capacity-building needs of the different stakeholders of PHRP4, the priorities lined up for 2024-2028 are as follows:

MATRIX 6: TARGET TRAINING PROGRAMS: 2024-2028

PHRP4 Stakeholders	Training Areas	Target Quarter: 2024-2028
FA/TWG/Cluster		
Private Sector		
Civil Society Groups		

SECTION 11: PERIODIC MONITORING AND EVALUATION SYSTEM

MATRIX 7: SEMESTRAL MONITORING AND EVALUATION OF PHRP4 THEMATIVE PROGRAM OF ACTION

Thematic Objective/TPOA/ Component/s	Performance Targets	Key Activities	Responsibility	Target Dates	Status of Implementation		
					Status	Difficulties Encountered	Remedy/ies or Action/s Taken
Thematic Objective 1: **To address continuing human rights issues and concerns (HRIAC) arising from the assessment of the previous PHRP3**							
TPOA No.1 Enhance and harmonize a system of protection and support for victims, victims' families, and witnesses in subject cases to encourage them to come forward with information and ensure their safety			DOJ-AO 35	Q1 to Q4 of Years 2024-2028		The programs are dependent on the Congress approval for budget through the GAA.	
TPOA No. 2 Implement an effective training program for investigators and prosecutors in the investigation and prosecution of cases involving ELKs, EDs, torture, and other grave human rights violation			DOJ-AO 35	Q1 to Q4 of Years 2024-2028		The programs are dependent on the Congress approval for budget through the GAA.	
TPOA No. 3 Increase the involvement of civil society in the AO 35 mechanism			DOJ-AO 35	Q1 to Q4 of Years 2024-2028		The programs are dependent on the Congress approval for budget through the GAA.	
TPOA No. 4 Integrate the Minnesota Protocol (on the investigation of potentially unlawful deaths), the Istanbul Protocol (on the effective investigation and documentation of torture and other cruel, inhuman, or degrading treatment or punishment), and other internationally accepted protocols into the investigation manual of AO 35 mechanism			DOJ-AO 35	Q1 to Q4 of Years 2024-2028		The programs are dependent on the Congress approval for budget through the GAA.	

Thematic Objective/TPOA/ Component/s	Performance Targets	Key Activities	Responsibility	Target Dates	Status of Implementation		
					Status	Difficulties Encountered	Remedy/ies or Action/s Taken
TPOA No. 5 Adopt a secure reporting system that will encourage the public to report violations without fear of reprisal or threats to their safety and security			DOJ-AO 35	Q1 to Q4 of Years 2024-2028		The programs are dependent on the Congress approval for budget through the GAA.	
TPOA No. 6 Develop and maintain a comprehensive database of all reported AO 35 cases for better data management and analytics			DOJ-AO 35	Q1 to Q4 of Years 2024-2028		The programs are dependent on the Congress approval for budget through the GAA.	
Thematic Objective 2: **To address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders.**							
TPOA No. 7 Decongest and improve physical conditions of existing prison facilities			BuCor	Q1 to Q4 of Years 2024-2028		The programs are dependent on the Congress approval for budget through the GAA.	
TPOA No. 8 Institutionalize a digitalized prison record management system			DOJ-NJIS	Q1 to Q4 of Years 2024-2028		The programs are dependent on the Congress approval for budget through the GAA.	
TPOA No. 9 Increase and rationalize distribution/location of prison facilities			BuCor	Q1 to Q4 of Years 2024-2028		The programs are dependent on the Congress approval for budget through the GAA.	
TPOA No. 10 Integrate the United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules) and United Nations Rules for the Treatment of Women Prisoners and Non-Custodial Measures for Women Offenders (Bangkok Rules), and other related protocols into existing policies			DOJ BuCor	Q1 to Q4 of Years 2024-2028		The programs are dependent on the Congress approval for budget through the GAA.	
TPOA No. 11 Enhance social rehabilitation and reintegration of PDLs in the society			BuCor PPA BPP	Q1 to Q4 of Years 2024-2028		The programs are dependent on the Congress approval for budget through the GAA.	

SECTION 12: RESOURCE MOBILIZATION PLAN

MATRIX 8: BUDGET ESTIMATES AND FUND SOURCES

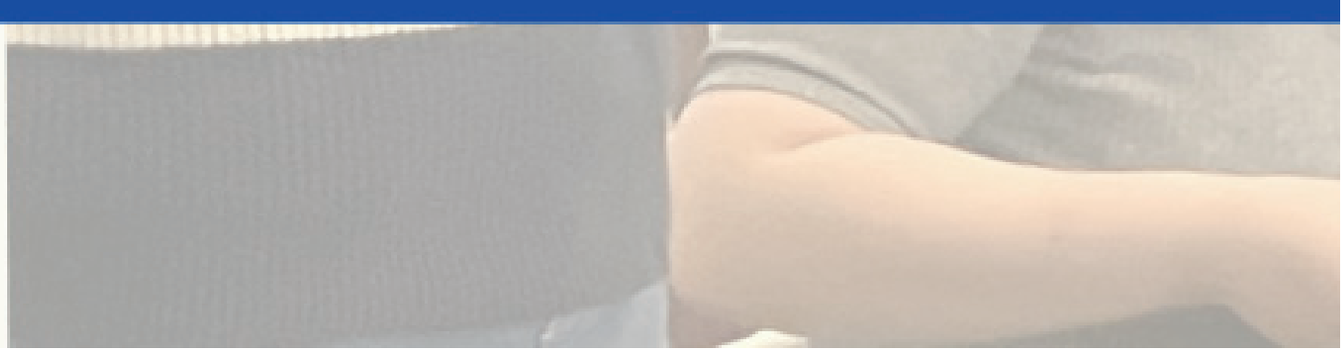
Thematic Program of Action No. (Component/s)	Budget Estimates	
	GAA (Agency Budget)	Local and Foreign Development/Funding Agencies/ Organizations
TPOA 1: Enhance and harmonize a system of protection and support for victims, victims' families, and witnesses in subject cases to encourage them to come forward with information and ensure their safety	2024: 2025: ₱100,000 2026: ₱650,000 2027: ₱139,000 2028:	
TPOA 2: Implement an effective training program for investigators and prosecutors in the investigation and prosecution of cases involving ELKs, EDs, torture, and other grave human rights violation	2024: 2025: ₱8,000,000 2026: ₱7,500,000 2027: ₱6,000,000 2028: ₱800,000	
TPOA 3: Increase the involvement of civil society in the AO 35 mechanism	2024: 2025: ₱8,000,000 2026: ₱4,000,000 2027: ₱8,000,000 2028: ₱8,000,000	
TPOA 4: Integrate the Minnesota Protocol (on the investigation of potentially unlawful deaths), the Istanbul Protocol (on the effective investigation and documentation of torture and other cruel, inhuman, or degrading treatment or punishment), and other internationally accepted protocols, into the investigation manual of AO 35 mechanism	2024: 2025: ₱8,000,000 2026: ₱8,000,000 2027: ₱4,000,000 2028: ₱4,000,000	
TPOA 5: Adopt a secure reporting system that will encourage the public to report violations without fear of reprisal or threats to their safety and security	2024: 2025: ₱8,000,000 2026: ₱4,000,000 2027: ₱4,000,000 2028: ₱4,000,000	
TPOA 6: Develop and maintain a comprehensive database of all reported AO 35 cases for better data management and analytics	2024: 2025: ₱18,000,000 2026: ₱400,000 2027: ₱400,000 2028: ₱400,000	
TPOA 7: Decongest and improve physical conditions of existing prison facilities		
TPOA 8: Institutionalize a digitalized prison record management system		
TPOA 9: Increase and rationalize distribution/location of prison facilities		
TPOA 10: Integrate the United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules), United Nations Rules for the Treatment of Women Prisoners and Non-Custodial Measures for Women Offenders (Bangkok Rules), and other related protocols into existing policies		
TPOA 11: Enhance social rehabilitation and reintegration of PDLs in the society		



PHRP4

ECONOMIC, SOCIAL AND CULTURAL RIGHTS, AND ACHIEVING SUSTAINABLE DEVELOPMENT

CHAPTER 2



CHAPTER 2

ECONOMIC, SOCIAL AND CULTURAL RIGHTS, AND ACHIEVING SUSTAINABLE DEVELOPMENT

Introduction

The second thematic chapter of the 4th Philippine Human Rights Plan (PHRP4) focuses on the Philippines' adherence to the International Covenant on Economic, Social, and Cultural Rights (ICESCR). Adopted by the United Nations (UN) General Assembly on 16 December 1966, and subsequently enforced on 3 January 1976, the ICESCR outlines a range of economic, social, and cultural rights aimed at ensuring dignity and equality for all individuals. The Philippines ratified the ICESCR on 7 June 1974, committing to uphold and protect various rights, including freedom from discrimination, right to equality between men and women, right to work, freedom to choose and accept work, right to just and favorable conditions of work, right to form trade unions, right to strike, right to an adequate standard of living, and right to social security, among others. Chapter 2 provides a roadmap for the Philippines to progressively meet its obligation under this Covenant, especially in areas where improvements are needed to better protect and fulfill these economic, social, and cultural rights.

Chapter 2, entitled "Economic, Social, and Cultural Rights, and Achieving Sustainable Development," aims to integrate human rights into sustainable development efforts, ensuring that the benefits of economic growth and social progress are gender-, age-, disability-, and culturally-inclusive, and that vulnerable communities are better prepared to face environmental challenges. The chapter highlights key human rights agenda focused on addressing the needs of the underserved, marginalized,[32] and disadvantaged sectors, which include informal settler families (ISFs), underprivileged and homeless citizens,[33] displaced families, persons in geographically isolated and disadvantaged areas (GIDAs),[34] indigenous peoples (IPs), urban poor, women, children, youth, persons with disabilities, senior citizens, solo parents, informal workers, farmers, and fisherfolks.

The PHRP4 is aligned with the strategies and goals outlined in the Philippine Development Plan (PDP) 2023-2028. The PDP provides a strategic framework for national development, emphasizing sustainable and inclusive growth, poverty reduction, and improved social services. Moreover, the chapter supports the achievement of the Sustainable Development Goals (SDGs), which encompasses the set of 17 global goals aimed at ending poverty, protecting the planet, and ensuring prosperity for all by 2030. The goals cover various dimensions of sustainable economic, social, and environmental development, ensuring that no one is left behind. The PHRP4 also takes into consideration the UN Sustainable Development Cooperation Framework (UNSDCF) and the Joint Workplan, which guide the work of UN development system entities in the Philippines in

[32]For this chapter, the marginalized sector includes informal settler families (ISFs), the underprivileged and homeless citizens, displaced families, persons in geographically isolated and disadvantaged areas (GIDAs), indigenous peoples (IPs), urban poor, women, children, youth, persons with disabilities, senior citizens, solo parents, informal workers, farmers, and fisherfolks.

[33]In Republic Act (RA) No. 7279 (Urban Development and Housing Act of 1992), "underprivileged and homeless citizens" refer to the beneficiaries of the Act and to individuals or families residing in urban and organizable areas whose income or combined household income falls within the poverty threshold as defined by the National Economic and Development Authority (NEDA) and who do not own housing facilities. This shall include those who live in makeshift dwelling units and do not enjoy security of tenure.

[34]In DSWD's guidance note on identifying GIDAs in the *Pantawid* Pamilyang Pilipino Program (2021), a GIDA Barangay refers to a "community with marginalized population physically and socio-economically separated from the mainstream society." GIDA barangays are also those with GIDA sitio or "pockets of households far from the barangay center, and with no discernible roads for motor vehicles to pass." The farther away the GIDA sitio is from the discernable center, the harder it is for the households to access the social services available in the barangay.

determining the programs, activities, and projects (PAPs) that will be implemented from 2024 to 2028. Lastly, the PHRP4's goals and outcomes are designed to contribute to the *AmBisyon Natin* 2040, which is the country's long-term vision of a "*matatag, maginhawa, at panatag na buhay*" (a strongly rooted, comfortable, and secure life) for all Filipinos. Attaining this vision entails addressing human rights issues, enhancing the well-being of marginalized and vulnerable communities, and pursuing socially inclusive and environmentally sustainable economic development.

SECTION 1: ASSESSMENT OF THE 3RD PHILIPPINE HUMAN RIGHTS PLAN

A. Achieved Objectives and Programs of Action

The 3rd Philippine Human Rights Plan (PHRP3) was the country's human rights action plan covering the years 2018 to 2022. Chapter 2 of the PHRP3 was entitled "Economic, Social, and Cultural Rights as Anchor of Human Progress".

The objective of the chapter on mainstreaming human rights-based approach (HRBA) and good governance principles and elements in some of the key processes of government at all levels was fully achieved. As targeted, a hundred percent of Technical Working Group (TWG) - ICESCR member agencies' focal points were capacitated in the use of the HRBA in development planning and the good governance checklist. Specific accomplishments under this target included: (1) the development of the HRBA Toolkit for Development Planning in 2010 (c/o National Economic and Development Authority [NEDA]), (2) the integration of HRBA forms in NEDA's Good Governance Toolkit in 2016 (c/o NEDA), and (3) the conduct of Training-Workshops on "Mainstreaming HRBA in Development Planning" in 2022 (c/o NEDA). On target 2 (100 percent of the TWG-ICESCR member agencies' focal points are capacitated in treaty body reporting), the TWG-ICESCR member agencies were briefed on the treaty body reporting procedure in 2023 [c/o the Presidential Human Rights Committee Secretariat [PHRCS]), and the treaty body procedure was cascaded to CSOs, business groups, and academic institutions in 2023. On target 3, a National Mechanism for Reporting and Follow-up (NMRF) has been established among national government agencies (NGAs) through the fulfillment of the PHRCS mandate as the country's NMRF and the establishment of the National Recommendations Tracking Database (NRTD).

Another objective of the Chapter ("review existing and/or expedite the passage of proposed legislations related to the promotion and protection of economic, social, and cultural rights") was likewise fully achieved. The following priority legislations were passed: (1) TRAIN Law; (2) Mental Health Act; and (3) Universal Health Care (UHC). Other landmark legislations were also passed, including the Philippine Identification System (PhilSys) Act and the Free Internet Access in Public Places Act. TRAIN and Sin Tax Laws generated ₱843.4 billion from 2018 to 2022, a portion of which was allocated for the expansion of infrastructure and social protection programs.

B. Partially Achieved Objectives and Programs of Action

While progress has been made, certain objectives were only partially achieved by the end of PHRP3, including the objective of increasing public spending on social services. Accomplishments include the implementation of the Social Pension Program, wherein the Department

of Social Welfare and Development (DSWD) exceeded its target beneficiaries by 172% (3.939 million vs. the target of 1.412 million). However, the end-of-plan (EOP) target on public spending in social services was not met due to limited fiscal space to fund PAPs, including those that were implemented to address the COVID-19 pandemic. Limited budget was also the same reason that the EOP target on the number of 4Ps households was not met.

The objective on improving the collection and disaggregation of data on vulnerable sectors was also partially achieved. Accomplishments included the: (1) implementation of the PhilSys Birth Registration Assistance Project; (2) inclusion of ethnicity variables in the 2020 Census of Population and Housing; (3) signing of a Memorandum of Agreement (MOA) between the National Commission on Indigenous Peoples (NCIP) and the Philippine Statistics Authority (PSA) covering preparation, collection, and release of ethnicity data; and (4) inclusion of IPs in the PhilSys. The Philippine Indigenous Peoples Ethnography (PIPE) Program was partially implemented, but the Program no longer received funding in 2018 onwards.

The objective on improving access to quality education, especially of the disadvantaged, vulnerable, and marginalized groups, was likewise partially achieved. The accomplishments under this objective included: (1) achievement of EOP targets on completion rate in elementary and high school for SY 2018-2022 under the K-12 Program; (2) 1.182 million students supported through the senior high school (SHS) Voucher Program, 44,292 teachers supported under the Teachers' Salary Subsidy, and ₱793.21 million disbursed under the Government Assistance to Students and Teachers in Private Education (GASTPE); (3) full implementation of the Unified Student Financial Assistance System for Tertiary Education (UniFAST) Law; and (4) actual figures on Education Assistance Program (EAP) grantees and Merit-Based Scholarship Program (MBSP) scholars for 2018-2022 exceeded the EOP targets under IP Education and Advocacy Services. Under the K-12 Program, targets for the following were not met: (1) mean years of schooling for SY 2018-2022; (2) net enrollment rate in kindergarten, elementary, and junior high school for SY 2018-2022; and (3) proportion of learners achieving at least nearly proficient level at National Achievement Test (NAT) for SY 2018-2022.

The objective on improving access to quality health services and adequate food and decreasing the incidence of malnutrition were only partially achieved. The accomplishments included: (1) an increase in membership coverage of Philippine Health Insurance Corporation (PHIC) National Health Insurance Program from 90% in 2016 to 100% in 2021; (2) expansion and improvement in the health benefits package; (3) roll out of medical detoxification package for drug dependents; and (4) reduction in out-of-pocket expenditure to 44.7% in 2022 due to the UHC Act. On the Deployment of Human Resources for Health, the following were achieved: (1) provision of post-graduate scholarships and residency training programs; (2) pre-service scholarships with return service; and (3) development of the National Human Resources for Health Master Plan 2020-2040. On IP Health Services, the following were accomplished: (1) implementation of 126 projects on IP Health Services with 28,180 Indigenous Cultural Communities/IPs beneficiaries; and (2) formulation of IP's Strategic Plan for Health 2018-2022. A significant feat was also the passage and enactment of Republic Act (RA) No. 11223 or the Universal Health Care Act in 2019. On the other hand, the unaccomplished targets under this objective include the implementation of medical missions and culture-sensitivity sessions with IP beneficiaries; documentation of indigenous health knowledge systems and practices; and formulation of Ancestral Domain Investment Plans for Health.

SECTION 2: HUMAN RIGHTS-BASED SITUATION ANALYSIS AND ROLE AND CAPACITY GAPS ANALYSIS OF PHRP4 STAKEHOLDERS

A. Continuing human rights issues and concerns from the PHRP3 on ICESCR implementation

Human Rights Issue and Concern (HRIAC) No. 1: Unmet housing needs of informal settler families ISFs, displaced families, underprivileged and the homeless

As enshrined in the Philippine Constitution and supported by international treaties and national laws, including the ICESCR, every person is entitled to an adequate standard of living, including adequate housing. Section 9 of Article XIII of the 1987 Philippine Constitution mandates that "The State shall make a continuing program of urban land reform and housing which will make available at affordable cost, decent housing and basic services to underprivileged and homeless citizens in urban centers and resettlement areas." To operationalize this constitutional right, the government has launched various initiatives aimed at improving access to housing.

Despite legal protections and numerous government interventions, millions of families continue to reside in informal settlements with limited access to essential services such as water, electricity, sanitation, and livelihood opportunities. Affected sectors include informal settler families, displaced families due to disasters/calamities, the underprivileged, and the homeless, many of whom endure hazardous living conditions.

The Department of Human Settlements and Urban Development (DHSUD), the primary government agency responsible for the management of housing, human settlement, and urban development, carries the vital responsibility to respect, protect, and fulfill housing rights, while overseeing several attached agencies: (a) the National Housing Authority (NHA), which spearheads shelter production and development; (b) the Home Development Mutual Fund (Pag-IBIG Fund), which facilitates affordable housing financing and savings programs for Filipino workers; (c) the Social Housing Finance Corporation (SHFC), which implements social housing initiatives for low-income formal and informal settlers; and (d) the National Home Mortgage Finance Corporation (NHMFC), which ensures access to affordable housing loans through the secondary mortgage market. However, challenges in policy implementation, resource allocation, and private sector engagement have hindered progress, leading to public outcry over the continued unaffordability of housing. This HRIAC is highlighted in this chapter to explore potential solutions for addressing pressing housing needs. The private sector, through corporate social responsibility initiatives, can also play a vital role by investing in affordable housing projects.

HRIAC No. 2: Lack of data on the population of marginalized sectors

The rights enshrined in the ICESCR are universally applicable to all people. Similarly, the 1987 Philippine Constitution makes no exceptions in its bill of rights, guaranteeing the same fundamental rights to every individual. However, despite these legal frameworks, certain sectors remain unreachable and unserved due to a number of constraints, including the lack of data on marginalized sectors such as IPs, persons with disabilities, and the elderly. This limited capacity for data collection often causes the exclusion of these sectors from government services and interventions. Efforts to ensure the birth registration of the marginalized

sectors as well as initiatives to ensure the disaggregation of census data are crucial to addressing this gap. Such efforts will enable the government to provide targeted services, thus fulfilling its obligation to uphold the entitlement of these sectors to the same rights as everyone.

The government, through the Community-Based Monitoring System (CBMS), the tool designed to collect comprehensive and detailed household data nationwide, will be utilized to include data disaggregation that will capture data on marginalized sectors. With the availability of these data, the government agencies can effectively identify beneficiaries of programs focused on poverty alleviation, social protection, and economic development. Data that will be generated through the CBMS will include the compendium of localized facts, figures, and maps on the different dimensions of poverty such as health, nutrition, water, sanitation, shelter, education, income, employment, security, and participation.

To achieve comprehensive and harmonized data, it is essential that government agencies such as the DSWD, National Council on Disability Affairs (NCDA), National Commission of Senior Citizens (NCSC), the Department of the Interior and Local Government (DILG), and local government units (LGUs) work closely with the PSA. This collaboration is expected to streamline data sharing, improve service delivery, and promote the efficient allocation of resources for the most vulnerable sectors of society. Non-state actors, particularly those in the private sector, also have a responsibility in advancing human rights. Their involvement can take various forms, such as supporting data collection efforts, funding initiatives aimed at improving social welfare, or directly providing services to marginalized sectors. By working together, both state and non-state actors can build a more inclusive and just society, ensuring that no one is left behind.

HRIAC No. 3: Low school participation of primary and secondary school-aged children

The ICESCR recognizes the right of everyone to education, highlighting that primary education shall be compulsory and available to all, and that secondary education shall be made generally available and accessible to all by every appropriate means. This right is also enshrined in the 1987 Philippine Constitution, particularly stating that “The State shall protect and promote the right of all citizens to quality education at all levels and shall take appropriate steps to make such education accessible to all.”

Despite the availability of free primary and secondary education in public schools, several significant barriers continue to impede school participation among school-aged children. For instance, inadequate nutrition can severely affect students’ ability to absorb information and engage effectively in the learning process. Additionally, pervasive poverty restricts families’ access to basic needs, making it challenging for students to prioritize their educational requirements, or to even enroll at all. Further compounding these issues are the lack of schools in GIDAs, poor road accessibility to educational institutions in remote communities, and the absence of inclusive facilities for children with disabilities. These obstacles not only hinder equitable access to education but also perpetuate cycles of disadvantage among vulnerable populations.

The Department of Education (DepEd), as the responsible agency for ensuring access to, promoting equity in, and improving the quality of basic education, and LGUs, play a pivotal role in ensuring equitable access to quality education for all school-aged children. Initiatives such as the K to 12 Program, the National Learning Continuity Plan, and various scholarship programs demonstrate the government’s commitment to

addressing educational disparities. However, challenges persist, as many LGUs also lack the necessary resources or capacity to address these issues effectively, including inadequate infrastructure, insufficient funding, and limited manpower and resources to conduct outreach efforts to marginalized communities.

Private companies can contribute significantly to addressing educational disparities by investing in local schools, providing scholarships, and supporting community initiatives. They may establish partnerships with DepEd to enhance educational resources, develop training programs for teachers, and improve school facilities. By fostering collaborations that prioritize educational equity, the private sector can play a vital role in complementing the efforts of duty-bearers and ensuring that all children can learn and thrive in an inclusive environment.

HRIAC No. 4: Inadequate human resources for public health, and inaccessible health services especially in GIDAs

Access to healthcare remains a critical concern in rural and geographically isolated areas of the Philippines, where many communities face severe shortages of medical facilities and healthcare professionals. This lack of access fundamentally violates the right to health, as recognized in the ICESCR and the 1987 Philippine Constitution. Vulnerable sectors affected include rural populations and those in GIDAs, indigenous communities, and low-income households, with millions of individuals impacted, often suffering from preventable diseases and receiving inadequate medical attention.

The rights and entitlements of these affected sectors are clearly outlined in various international treaties, national laws, and local ordinances. The ICESCR guarantees the right to health, emphasizing that all individuals should have access to the highest attainable standard of physical and mental health. Domestically, the 1987 Philippine Constitution asserts the State's obligation to promote and protect the right to health for all citizens. Additionally, RA 11223, or the UHC Act, establishes the framework for providing universal access to healthcare services and outlines specific entitlements for marginalized groups. However, despite the provisions of the UHC Act, a huge population of Filipinos remains underserved. The primary duty-bearers of these rights are the DOH and LGUs, which are mandated to ensure equitable healthcare access and uphold the right to health. These agencies often struggle with insufficient infrastructure, limited funding, and logistical challenges that hinder effective service delivery in remote areas. There is an urgent need to enhance human resources for health by promoting inclusive healthcare training and education specifically tailored for IPs and communities residing in GIDAs. Additionally, the establishment of accessible healthcare facilities in GIDAs is crucial to ensure that all populations are afforded their rightful access to quality health services. By addressing these gaps, we can work toward equitable healthcare for marginalized communities, affirming their right to health and well-being.

With the devolution of health services, LGUs and the private sector at the local levels also have a crucial role to play by providing infrastructure and forging partnerships to build and deliver rural health facilities and services. Meanwhile, affected communities can contribute by advocating for their rights, establishing local health committees, and training community health workers to deliver essential services and raise awareness about available healthcare resources, thereby enhancing their resilience and capacity to respond to these challenges.

B. Emerging human rights issues and concerns from the concluding observations of International Human Rights Treaties and other UN Mechanisms

HRIAC No. 5: Unemployment and lack of decent livelihood opportunities for marginalized sectors, such as the youth, persons with disabilities, farmers and fisherfolk, among others

Article 6 of the ICESCR emphasizes the duty of every country to recognize the right of all people to work, to gain a living through work, and to safeguard this right. Article 7 further iterates the duty of the State parties to recognize the right of everyone to the enjoyment of just and favorable conditions of work. In the Philippines, unemployment among marginalized groups persists because of low educational attainment and the lack of technical skills, affecting their employability. There are also structural inequalities that can restrict access to job markets and resources, including preference given to college graduates over K-12 graduates even if the actual minimum skill requirements of the job only require a senior high school diploma.

In the 2018 informal sector survey, 15.68 million or 38% of the working population in the Philippines are employed in the informal sectors,[35] which often lack security, benefits, and fair wages. It is also observed that gender, ethnicity, and disability factors can lead to discrimination and exclusion from better employment opportunities. According to a NEDA study, declining participation of women in the labor force is mainly associated with persisting gender stereotypes, including the relegation of women to domestic roles, especially in marriage and childbearing.[36]

Recognizing these challenges, the government has instituted policies such as the Magna Carta for Persons with Disabilities (RA 7277), mandating that 5% of all emergency, casual, and contractual positions in the government be reserved for persons with disabilities. Through the same law, the government also grants incentives, through tax deductions, to private establishments employing persons with disabilities.

HRIAC No. 6: Poor standard of living due to lack of a living wage for workers in urban and rural areas

The ICESCR, under Item II of Article 7, recognizes the right of everyone to fair wages and equal remuneration for work of equal value without distinction of any kind. In particular, women should be guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work. The issue of poor standard of living due to lack of a living wage affects both workers in the urban and rural areas significantly. Many jobs, especially in agriculture and low-skilled sectors, pay below the living wage, failing to cover basic needs like food, housing, and healthcare. Additionally, in the Philippines, a large portion of the workforce is engaged in informal jobs that do not offer legal protections or benefits, leading to financial instability. The cost of living continues to rise without sufficient fair increase in wages. This is coupled with inflation that also affects the purchasing power of Filipinos, especially because inflation for key commodities, such as rice, remains generally high.

A living wage is foreseen as the level of wage, based on geographical area, that can provide workers enough to afford themselves and their families a decent living. Addressing the lack of a living wage requires a comprehensive approach that tackles economic structures, promotes worker rights, and invests in community development.

[35]Informal power (Opinion Piece by George Royeca). Accessed through PIDS - Philippine Institute for Development Studies.
[36]https://neda.gov.ph/women-in-the-workplace-paving-a-better-landscape-in-the-labor-force/

HRIAC No. 7: Insufficient budget allocation for social protection

The State is mandated to ensure that social protection covers every citizen in their entire life cycle, especially the poor and the vulnerable. Article 11 of the ICESCR enshrines this right by emphasizing the role of the State to ensure that every citizen has an adequate standard of living, including adequate food, clothing, and housing, and continuous improvement of living conditions.

To ensure such rights, social protection is necessary to provide the poor and marginalized sectors with support to hurdle the risks of poverty and their exposure to emergency situations. Insufficient budget allocation for social protection, therefore, can significantly impact vulnerable populations, especially the families that have no access to any form of social relief. Given the existing economic constraints and limited government fiscal space due to the recent economic downturns, the government must consider proper evaluation and prioritization of programs to allocate funds for social protection programs that are proven efficient and effective for a greater number of beneficiaries.

HRIAC No. 8: Limited access to adequate, safe, sustainable, and affordable water supply, especially for the urban and rural poor, persons in GIDAs, and IP communities

Provision of goods and services that adhere to standards, norms, and principles to ensure the realization of good living conditions for all is also a human right. Hence, the pressing issue associated with limited access to adequate, safe, sustainable, and affordable water supply, particularly for marginalized groups such as the urban and rural poor, residents in GIDAs, and IP communities should be addressed.

Many areas lack the necessary infrastructure for clean water supply, including pipelines and treatment facilities. GIDAs and remote communities often face logistical challenges that hinder water delivery and access. Low-income households may struggle to afford water services or the costs associated with water infrastructure improvements. The Philippine Water Supply and Sanitation Master Plan, formulated by NEDA in 2021, reveals that only 87.7% (approximate) of the population have access to safe water supply and 332 municipalities still have no access to safe water.[37]

Insufficient access to clean water increases the risk of waterborne diseases, affecting community health. Limited water access can exacerbate existing inequalities, impacting education, economic opportunities, and overall quality of life. Unsustainable water practices can harm ecosystems and reduce the availability of clean water over time.

HRIAC No. 9: High exposure of people in marginalized or vulnerable sectors to the negative impacts of climate change

Climate change has emerged as a pressing human rights issue in the Philippines, particularly impacting vulnerable coastal and rural communities where rising sea levels, extreme weather events, and environmental degradation threaten livelihoods, food security, and health. This situation endangers fundamental rights such as life, health, and an adequate standard of living, as articulated in the ICESCR. Domestically, the Philippines has also enacted RA 9729 of 2009, or the Climate Change Act, which was further amended by RA 10174 to establish The People's Survival Fund, a long-term finance stream to enable the government to effectively address climate change.

[37]Philippine Water Supply and Sanitation Master Plan. 2021. Accessed through Philippine Water Supply and Sanitation Master Plan - National Economic and Development Authority (neda.gov.ph) on October 10, 2024.

The Climate Change Commission (CCC) leads efforts to integrate climate resilience into government development plans, while the Department of Environment and Natural Resources (DENR) and LGUs focus on environmental protection and disaster preparedness. The private sector is also urged to adopt sustainable practices to mitigate carbon emissions. However, various obstacles, including insufficient funding, poor inter-agency collaboration, and limited community engagement, have significantly hindered the implementation of effective adaptation strategies.

The poor and marginalized are particularly highly affected as they lack the resources needed to adapt to the impacts of climate change. Capacity building toward climate resilience as well as social safety nets must be put in place to assist these sectors. Moreover, rural farming communities, particularly affected by climate-induced disasters like typhoons and droughts, face significant challenges to food security and sustainable agriculture, with small-scale farmers' livelihoods at risk.

To address these challenges, the Department of Agriculture (DA) and LGUs must implement climate-resilient agricultural strategies, including sustainable farming practices, and improved water management systems. Support for farmers through access to climate-adaptive technologies is crucial to uphold their rights and ensure food security in an increasingly unpredictable climate, while affected communities can also be mobilized to advocate for stronger environmental regulations and enhanced government action on climate resilience.

SECTION 3: STATEMENT OF THEMATIC GOALS AND OBJECTIVES

Goal Statement – To adopt and enhance the implementation of critical policies and programs toward ensuring economic participation, social welfare, and climate resilience of the most vulnerable and marginalized communities within the next five years

Objective A – To address continuing human rights issues and concerns on economic, social, and cultural rights arising from the end-of-term assessment of the PHRP3 within the next five years

Objective B – To address emerging human rights issues and concerns related to economic, social, and cultural rights arising from the concluding observations of the UN Committee on Economic, Social, and Cultural Rights, other treaty recommendations, and stakeholder consultations within the next five years.

SECTION 4: STATEMENT OF OUTCOME, INDICATORS, AND TARGETS FOR IMPROVEMENT

Outcome Statement

Expanded economic opportunities and social services made available and accessible to the poor and marginalized, and their climate resilience strengthened within the next five years

Outcome Indicators and Target Improvements

Key Indicators	Baselines	Targets for Improvement
Economic participation Labor force participation rate among marginalized sectors (persons with disabilities, indigenous peoples and cultural communities, urban poor, agriculture sector workers, women, youth, senior citizens)	Female labor force participation rate: 51.7% (2022) *Disaggregated baseline data on other sectors TBD (from PSA)*	Female labor force participation rate: 52-54% (by 2028) *Disaggregated target data on other sectors TBD*
Socioeconomic status Poverty incidence among marginalized sectors (persons with disabilities, indigenous peoples and cultural communities, urban poor, agriculture sector workers, women, youth, senior citizens)	18.1% (2021) *Disaggregated baseline data TBD (from PSA)*	8.8-9.0% (by 2028) *Disaggregated target data TBD*
Education outcomes Learning poverty rate of Filipino learners belonging in marginalized sectors (learners with disabilities, indigenous peoples and cultural communities, learners in urban poor families, girls, etc.)	90.9% (2019) *Disaggregated baseline data TBD (from PSA)*	Decreasing *Disaggregated target data TBD*
Health outcomes Average life expectancy increased (years) among marginalized sectors (persons with disabilities, indigenous peoples and cultural communities, urban poor, agriculture sector workers, women, youth)	Male: 69.63% Female: 75.91% *Disaggregated baseline data TBD (from PSA)*	Male: 71.14% (by 2028) Female: 77.42% (by 2028) *Disaggregated target data TBD*
Climate resilience Number of deaths, missing persons, and directly affected persons attributed to disasters per 100,000 population among vulnerable and marginalized sectors (persons with disabilities, indigenous peoples and cultural communities, urban poor, agriculture sector workers, women, youth, senior citizens)	0.446 (2021) *Disaggregated baseline data TBD (from PSA)*	0.2899 (by 2028) *Disaggregated target data TBD*

SECTION 5: THEMATIC PROGRAMS OF ACTION

Figure 1 - Objective A TPOAs



Objective A. Continuing human rights issues and concerns from the PHRP3

TPOA No. 1: Increasing access of ISFs, displaced families, the underprivileged, and the homeless to affordable, livable, and climate-resilient housing that is accessible to livelihood opportunities

Key Indicator: Percentage of ISFs, displaced families, homeless, and the underprivileged provided with affordable, livable, and climate-resilient housing

Baseline: TBD (c/o DHSUD)

Performance Targets (PTs):

2024-2028:

- PT1: Housing facilities for families living in identified hazardous/danger zones, and in areas affected by disasters/calamities where the housing needs of the poor are urgent, immediately constructed, and provided
- PT2: Government idle lands completely inventoried, and database established to identify potential resettlement sites for informal settlers and the homeless
- PT3: Inventory of the number of ISFs, homeless, and the underprivileged, completely undertaken, and corresponding information database system established
- PT4: National Resettlement Policy Framework fully operationalized in local resettlement plans and programs to ensure that resettlement communities are livable and accessible to livelihood opportunities
- PT5: New housing units built for ISFs, the underprivileged, and the homeless
- PT6: Climate vulnerability and risk assessment and hazard mapping conducted to serve as guide in housing development for ISFs, displaced households, and the underprivileged
- PT7: Informal settlement areas integrated in disaster risk reduction policies and initiatives

This TPOA seeks to ensure that housing provisions in resettlement areas for the ISFs, displaced families, the underprivileged, and the homeless are affordable, livable, climate-resilient, and accessible to livelihood opportunities. This is to address common challenges associated with government housing programs, which often fail to meet the needs of the poor by being either unaffordable or located far from beneficiaries' sources of livelihood. By prioritizing affordability and accessibility, we aim to create housing solutions that genuinely support the economic stability and well-being of low-income communities.

This TPOA encompasses both national and local dimensions and will be implemented progressively each year, as part of the regular mandate and programming of relevant agencies.

This program of action is aligned with Chapter 2.3 (Establish Livable Communities) of the PDP 2023-2028, which includes strategies to increase access of informal settler families, homeless, and the underprivileged to housing. Additionally, securing home ownership is also one of the goals under the *Maginhawa* pillar of the *AmBisyon Natin* 2040. Furthermore, this TPOA reinforces the country's commitment as a UN member state to achieve the SDGs, particularly SDG 11 (Make cities and human settlements inclusive, safe, resilient, and sustainable) and SDG Target 11.1 (By 2030, ensure access for all to adequate, safe, and affordable housing and basic services and upgrade slums).

TPOA No. 2: Bolstering the implementation of existing laws and pursuing the passage of legislative measures to improve access to housing and implementation of housing programs

Key Indicators:

- Number of existing laws on housing with enhanced implementing rules and regulations, or with supplemental guidelines issued
- Number of priority legislative measures on housing advocated and lobbied in Congress

Baseline: TBD (c/o DHSUD and its attached agencies)

Performance Targets:

2024-2028:

- PT1: Implementation of the following laws strengthened/reinforced:
  - RA 9994 of the Expanded Senior Citizens Act of 2010
  - RA 8550 or the Fisheries Code
  - RA 9207 or the National Government Center (NGC) Housing and Land Utilization Act of 2003
- PT2: The following legislation advocated and lobbied in Congress:
  - National Land Use Bill
  - Rental Subsidy Bill
  - Public Rental Housing Bill
  - Bills on Strengthening of Key Shelter Agencies (NHA Act, Amendments to the NHMFC Charter, SHFC Charter)
  - Property Registration Decree
  - Amendment to RA 7279 or the Urban Development and Housing Act of 1992)

The Philippines has numerous laws and legislations aimed at providing essential housing services, yet their implementation often encounters significant challenges that hinder effective delivery. This TPOA seeks to address these issues by strengthening the enforcement of existing housing laws while advocating for the passage of priority legislative measures that will enhance access to housing for all Filipinos. Key components of this initiative include the implementation of existing laws, such as the Expanded Senior Citizens Act of 2010 (RA 9994), which supports the inclusion of housing needs of senior citizens in the National Shelter Program; the Fisheries Code (RA 8550), which mandates the establishment of fisherfolk settlements in areas which are accessible to the fisherfolk's source of livelihood; and the National Government Center (NGC) Housing and Land Utilization Act of 2003 (RA 9207), which secures land tenure for urban poor and utilization of the NGC for housing, socioeconomic, and educational purposes, among others.

In addition to reinforcing existing laws, the TPOA emphasizes the importance of enacting new legislative measures. This includes advocating for the National Land Use Bill, which aims to promote comprehensive land use planning, and the Rental Subsidy Bill, which would provide financial assistance to low-income families. The Public Rental Housing Bill is also a priority, as it seeks to establish public rental housing options for vulnerable populations.

This TPOA likewise aligns with Chapter 2.3 of the PDP 2023-2028 and contributes to SDG 11 (Make cities and human settlements inclusive, safe, resilient, and sustainable) and SDG Target 11.1 (By 2030, ensure access for all to adequate, safe, and affordable housing and basic services and upgrade slums).

Ensuring the effective implementation and passage of these laws is crucial in mobilizing public resources for housing. This commitment will ensure that resources allocated for housing initiatives are utilized effectively, transforming these laws from mere texts into actionable measures that benefit communities. Ultimately, by implementing these laws into actionable measures, the government can better support the rights of marginalized groups and foster a more equitable society for all Filipinos.

TPOA No. 3: Mobilizing resources of the private sector and government housing agencies to meet housing needs of ISFs, displaced families, the underprivileged and the homeless

Key Indicator: Number of licenses issued for socialized housing projects

Baseline: TBD (Number of licenses issued in the past 3 years – c/o DHSUD and its attached agencies)

Performance Targets:

2024-2028:

- PT1: Adjusted price ceiling for socialized housing (DHSUD-NEDA JMC No. 2023-003) fully implemented

- PT2: Issuance of decrees of registration and certificate of land titles ensured
- PT3: Compliance of private developers to the balanced housing requirement to develop an area for socialized housing equivalent to at least 15% of the total subdivision area or total subdivision project cost and at least 5% of condominium area or project cost monitored

This TPOA recognizes that the government's resources are limited and often inadequate to provide the housing needs of the ISFs, displaced families, underprivileged, and the homeless. Thus, the role of the private sector is vital in meeting the housing needs of the country. The government encourages the private sector to mobilize their resources by providing incentives and ensuring their compliance with existing housing laws, such as "Balanced Housing Development" under the Urban Development and Housing Act of 1992 (RA 7279, as amended by RA 10884), which requires that owners or developers of residential subdivision and condominium projects allocate an area for socialized housing equivalent to at least 15% of the total subdivision project area or total subdivision project cost or 5% of condominium area or condominium project cost.

TPOA 3 also complies with the right to adequate housing enshrined in the Philippine Constitution and the ICESCR. This is particularly aligned with Sections 9 and 10 of Article XIII (Urban Land Reform and Housing) of the 1987 Philippine Constitution, and contributes to SDG 11 (Make cities and human settlements inclusive, safe, resilient, and sustainable) and SDG Target 11.1 (By 2030, ensure access for all to adequate, safe, and affordable housing and basic services and upgrade slums). Responsible agencies include the DHSUD, NHA, HDMF, NHMFC, LGUs, and private sector players in the housing industry. This initiative enables the government and the private sector to collaboratively create sustainable housing solutions that empower vulnerable communities and promote long-term resilience.

TPOA No. 4: Expediting the implementation of a gender-, age-, disability-, and culturally-inclusive PhilSys and birth registration

Key Indicator: Percentage of persons registered in PhilSys, disaggregated by gender, age, disability, and cultural group/ethnicity

Baseline: TBD (c/o PSA)

Performance Targets:

2024-2028:

- PT1: IPs and persons in GIDAs registered through the Birth Registration Assistance Project increased
- PT2: IPs and persons in GIDAs registered in PhilSys increased

The PhilSys is a foundational digital ID system designed to streamline both public and private transactions while serving as a comprehensive social and economic platform. It aims to promote seamless delivery of social services and enhance financial inclusion across the Philippines. By establishing a reliable digital identity for every Filipino, PhilSys aims to transform the way services are accessed and delivered nationwide. Expediting the implementation of a PhilSys that is gender-, age-, disability-, and culturally-inclusive, as well as ensuring birth registration for all are crucial to ensure that every Filipino, including IPs and persons in GIDAs, among others, can access essential public and private services. By prioritizing inclusivity, PhilSys will ensure that every individual can benefit from the services and support available, thereby fostering a more equitable and accessible society for all.

The PSA, as the government's primary statistical arm, plays a pivotal role in the implementation of this TPOA. Its leadership is essential for effectively gathering and analyzing data that informs government policies, programs, and other initiatives. To achieve this, collaboration with key agencies – such as the NCDA, the NCSC, and the DILG – is crucial. This partnership will facilitate a comprehensive and nuanced capture of data relevant to each marginalized sector, ensuring that their specific needs and challenges are

accurately represented and addressed by the government's strategies. By fostering strong inter-agency cooperation, the PSA can enhance the effectiveness of data-driven decision-making and support the development of targeted and inclusive solutions.

TPOA No. 5: Sustaining the data disaggregation of census of households and the Community-based Monitoring System (CBMS) to include data on marginalized sectors

Key Indicator: Number of LGUs with data on marginalized sectors integrated in their CBMS

Baseline: TBD (c/o PSA and DILG)

Performance Targets:

2024-2028:

- PT1: Partnership with LGUs for the conduct of broader data collection under CBMS established
- PT2: Functional Elderly Data Management System (EDMS), pursuant to RA 11982, established

The current CBMS includes data disaggregation for marginalized sectors, encompassing dimensions such as gender, socioeconomic status, age, and ethnicity, among others. The goal of this TPOA is to sustain and expand this data disaggregation to incorporate additional marginalized groups, particularly individuals in GIDAs. This initiative is vital to ensure that marginalized populations are accurately represented in the census and data management systems.

The CBMS is key in developing evidence-based programs and policies that guide the LGUs in implementing targeted programs that promote education, ensure health and safety, foster economic development, and advance social welfare initiatives.

The CBMS is conducted every three years, with the most recent round scheduled this 2024. This effort is relevant to Subchapter 3.2 *(Strengthen Social Protection)* of the PDP 2023-2028 as it is crucial for the proper implementation of the expansion of social protection coverage. Moreover, this also supports the SDGs, specifically Goal 5 (Achieve gender equality), Goal 8 (Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all), Goal 10 (Reduce inequality within and among countries), and Goal 16 (Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels), including SDG Target 16.9 (By 2030, provide legal identity for all, including birth registration).

TPOA No. 6: Improving education and health-seeking behavior among low-income households with primary and secondary school-aged children, including children with disabilities

Key Indicators:

- Attendance rate among primary and secondary school-aged children from low-income households
- Malnutrition rate among primary and secondary school-aged children from low-income households
- Percentage of *Pantawid* children 0-5 y/o and pregnant women compliant with availment of health services

Baseline: TBD (attendance rate and malnutrition rate in the past 3 years – c/o DepEd, DOH, and DENR-MGB[38])

Performance Targets:

2024-2028:

- PT1: Attendance in school among children improved, specifically for elementary-aged children, junior high school-aged children, and senior high school-aged children, including indigenous children
- PT2: Compliance with availment of health services for 0-5 years old and pregnant women improved

[38]The DENR-Mines and Geosciences Bureau will provide data on the key indicators in the context of host and neighboring communities in mining sites, under the Social Development and Management Program (SDMP), as mandated through DENR Administrative Order No. 2000-99.

- PT3: Number of Special Education (SPED) teachers increased

The lack of adequate nutrition and the challenges faced by low-income households in prioritizing education significantly hinder the consistency in school attendance of school-aged children. This TPOA aims to directly tackle this barrier by looking into the factors affecting school attendance. It also aims to increase the compliance of households regarding availing health services, which is a requisite for households receiving support allowance from the government (e.g., 4Ps beneficiaries). By addressing these foundational issues, we can create a more supportive environment for children's education.

To achieve this, components of the program include initiatives focused on improving school attendance and availment of health care services for 0-5 years old and pregnant women, through monitoring the regular compliance of beneficiaries and conduct of social case management of households with poor compliance with the conditionalities of the 4Ps. To improve the school attendance of children with special needs, this TPOA also aims to increase the number of SPED teachers who can cater to the special needs of children with disabilities.

The performance targets are aligned with the strategies of Subchapter 2.2 *(Improve Education and Lifelong Learning)* of the PDP 2023-2028. In addition, this also supports SDG Goal 4, which highlights inclusive and equitable quality education and promotion of lifelong learning opportunities for all.

TPOA No. 7: Providing climate-resilient infrastructure to improve access to schools by primary and secondary school-aged children, including children with disabilities

Key Indicators:

- Number of school buildings/classrooms built in underserved areas
- Average travel time to the nearest school for students living in rural and remote areas
- Number of information and communications technology (ICT) infrastructure built in underserved areas

Baseline: TBD (number of school buildings/ classrooms built in underserved areas – c/o DepEd, DPWH, and LGUs; average travel time to the nearest school for students living in rural and remote areas – c/o LGUs, DOTr, and DPWH; number of ICT infrastructure built in underserved areas in the past 3 years – c/o DICT and LGUs)

Performance Targets:

2024-2028:

- PT1: School buildings/classrooms built in underserved areas increased by 20% annually
- PT2: Accessibility of schools improved by constructing or rehabilitating at least 500 kilometers of roads leading to educational institutions in remote and isolated communities
- PT3: Average travel time to the nearest school for students living in rural and remote and isolated communities reduced
- PT4: Inclusive learner centers established to accommodate children with disabilities and students with special needs
- PT5: Development of public transport services continued by providing linkages from the remote areas to the central business districts
- PT6: Local Public Transport Route Plan (LPTRP) developed, including PT routes with direct connectivity/accessibility to schools and last mile schools
- PT7: Digital connectivity of public schools improved

As part of climate change mitigation and adaptation initiatives, the government recognizes the importance of climate-resilient school infrastructures, which must be increased to cater to the underserved areas in the country. This TPOA seeks to provide not only school buildings, but also other infrastructures

such as roads, ICT, and transportation services, to improve access to schools for primary and secondary school-aged children, including children with disabilities.

These PTs are aligned with *Subchapter 2.2 (Improve Education and Lifelong Learning)* and Chapter 12 (*Expand and upgrade infrastructure*) of the PDP 2023-2028. Children receiving quality education is also a goal under the *Maginhawa* pillar of the *AmBisyon Natin* 2040. In terms of linkage with SDGs, this TPOA contributes to the attainment of SDG 9 (Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation), particularly Target 9.1 (Develop quality, reliable, sustainable, and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all).

By addressing these educational and infrastructural needs, the TPOA will expand opportunities for marginalized, disadvantaged, and vulnerable sectors, creating a more inclusive environment that promotes economic viability through improved access to education and job prospects. Social equity will be enhanced as these initiatives ensure that all children, regardless of their background, have equal access to quality education and resources. Additionally, by prioritizing climate-resilient infrastructure, the program supports environmental protection, fostering sustainable development that balances economic growth, social inclusion, and ecological sustainability.

TPOA No. 8: Providing financial assistance to deserving underprivileged school-aged children

Key Indicator: Number and percentage of underprivileged school-aged children enrolled in private school through government financial assistance

Baseline: TBD (c/o DepEd, DENR-MGB[39])

Performance Targets:

2024-2028:

- PT1: Government Assistance to Students and Teachers in Private Education (GASTPE) Program enhanced to include elementary level
- PT2: School-aged children from low-income households enrolled in private education increased through government financial assistance programs

This TPOA acknowledges that the limited income capacity of many families is a significant barrier to accessing quality education in the country. Thus, it seeks to provide financial assistance to school-aged children in low-income households to increase their access to private education. This initiative aligns with the Expanded GASTPE Act (RA 8545), which broadens the eligibility criteria and funding amounts for assistance, as well as provides subsidies to teachers in private high schools.

By providing financial assistance to marginalized, disadvantaged, and vulnerable sectors, this TPOA will expand their educational opportunities, enhancing economic viability through improved access to better job prospects. Additionally, it fosters social equity by ensuring that all children, regardless of their socioeconomic status, can pursue quality education.

In the PDP 2023-2028, this TPOA is responsive to Chapter 2 (*Promote Human and Social Development*) and Chapter 4 (*Increase Income-earning Ability*). It also supports the goal of promoting lifelong learning opportunities as part of the *AmBisyon Natin* 2040. Furthermore, this TPOA contributes to SDG 4 (Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all).

[39]The DENR-MGB will provide data on scholarship beneficiaries in the context of host and neighboring communities in mining sites, under the SDMP, as mandated through DENR Administrative Order No. 2000-99.

TPOA No. 9: Ensuring full implementation of the National Human Resources for Health Masterplan 2020-2040

Key Indicators:

- Ratio of health workers to population, especially in GIDAs
- Area-specific inventory of supply side of the Health Masterplan 2020-2040

Baseline: TBD (c/o DOH)

Performance Targets:

2024-2028:

- PT1: Post-graduate scholarships and residency training programs, and pre-service scholarships with return service offered increased
- PT2: Future human resources for health (HRH) educated and trained in or near their places of origin increased
- PT3: HRH compensation package and incentives improved and streamlined to encourage HRH to serve in GIDAs

The National HRH Masterplan is consistent with the goal of the UHC Act of 2019 (RA 11223) to provide policies and strategies for the appropriate generation, recruitment, retraining, regulation, retention, and reassessment of the health workforce based on population health needs. The HRH Masterplan assessed the current situation of HRH in the Philippines, the strategies that will address the issues that impact the performance of the HRH and the health sector in general, the governance and accountability mechanism among the HRH stakeholders, the monitoring and evaluation mechanism that will track the progress of its implementation, and the communication plan to guide its dissemination.

To ensure the implementation of the HRH Masterplan, the government will continue to expand the pre-service and post-graduate scholarships and residency training programs, especially for HRH serving in GIDAs and IP communities. The government will also encourage HRH to remain in the country by providing them incentives to stay, through continuous training programs conducted in the areas of their origin and better compensation package through the full implementation of the Magna Carta for HRH and the Salary Standardization Law of 2019 (RA 11466) and Barangay Health Workers' Benefits and Incentives Act of 1995 (RA 7883). Lastly, the government, especially the LGUs, will implement the programs, projects, and activities in the Local Investment Plan for Health of the provinces or the highly urbanized cities/ independent component cities, including the creation of permanent plantilla positions for HRH.

In the PDP 2023-2028, this TPOA is aligned with Chapter 2 (*Promote Human and Social Development*) and is consistent with the outcome of *AmBisyon Natin* 2040 on ensuring long and healthy lives for Filipinos. This TPOA contributes to SDG 3 (Ensure healthy lives and promote well-being for all at all ages), specifically to Target 3.8 (Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality, and affordable essential medicines and vaccines for all) and 3.c. (Substantially increase health financing and the recruitment, development, training, and retention of the health workforce in developing countries, especially in least developed countries and small island developing states).

TPOA No. 10: Providing health infrastructure in GIDAs

Key Indicators:

- Area-specific inventory of healthcare facilities in GIDAs
- Average travel time to the nearest healthcare center (clinic or hospital) for populations living in rural and remote areas

Baseline: TBD (area-specific inventory of healthcare facilities in GIDAs and IP communities in the last 3 years – c/o DOH; average travel time to nearest healthcare center – c/o LGUs and DOH)

Performance Targets:

2024-2028:

- Quality and accessibility of healthcare facilities (i.e., Barangay Health Stations [BHS], primary care facilities [PCFs], and hospitals) improved

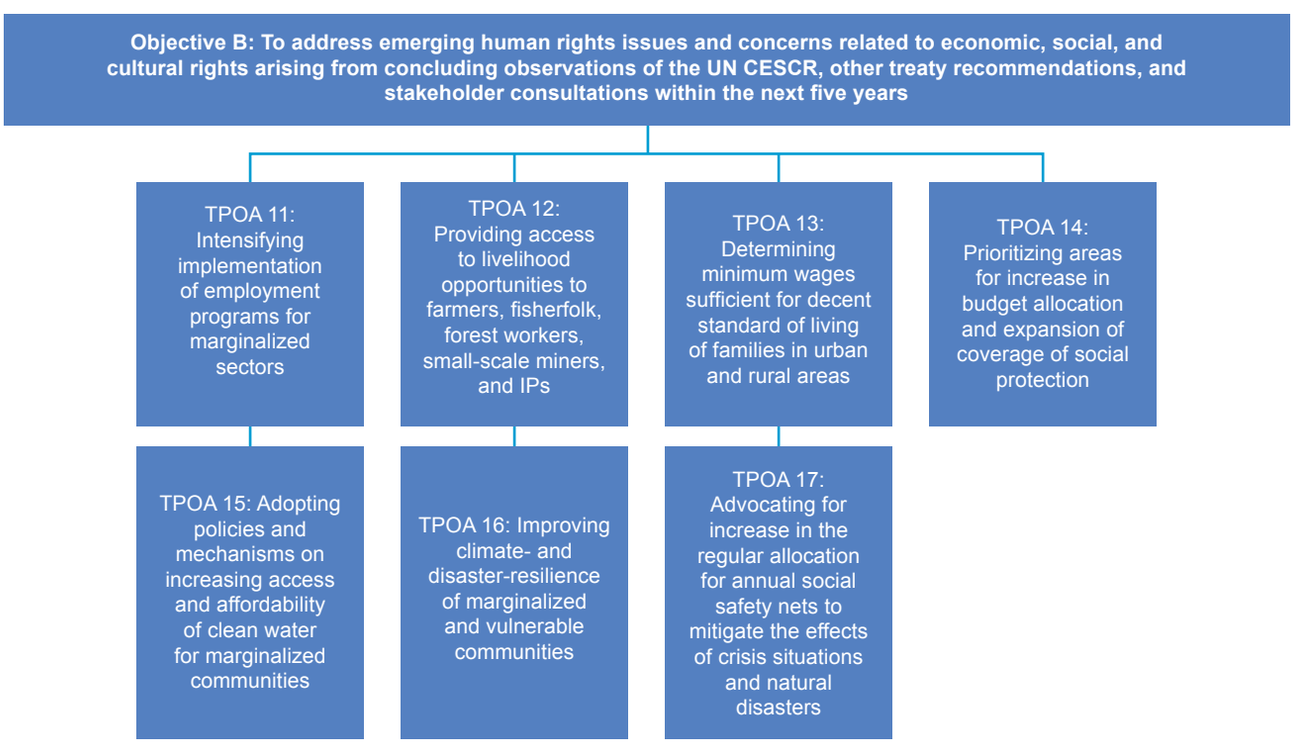
Part of the challenges faced by communities in GIDAs is the lack of access to essential health services. Most of the public and private healthcare facilities and healthcare workers in the country are concentrated in the urban areas, where population demand is higher. Thus, one of the goals of the UHC Act is to ensure that everyone has access to quality healthcare facilities regardless of their geographical location. While the government has been prioritizing infrastructure development, it is evident that rural areas still have poorer spatial accessibility to both inpatient and outpatient healthcare facilities.[40]

To improve access to health services, the DOH aims to implement the Philippine Health Facilities Development Plan (PHFDP), which directs and encourages NGAs and LGUs to support the implementation of the Plan by setting up health facilities for their constituents. This TPOA also includes the implementation of the annual Social Development and Management Program (SDMP), where mining contractors assist GIDA and IP communities that are part of the host and neighboring communities with various health PAPs, such as construction, extension, and improvement of health stations, and support for medical equipment and fixtures.

This program of action is in consonance with Section 11 of Article XIII of the 1987 Philippine Constitution, highlighting the role of the government to prioritize the needs of the underprivileged, sick, elderly, persons with disabilities, women, and children in providing health services. This is also aligned with the strategies of the PDP 2023-2028, specifically under Subchapter 2.1 (*Boost Health*). In terms of the SDGs, this TPOA contributes to SDG 3 (Ensure healthy lives and promote well-being for all at all ages).

Objective B: Emerging issues from the treaties and other UN mechanisms

Figure 2. Objective B TPOAs



[40]Spatial inequality in the accessibility of healthcare services in the Philippines. Accessed through Spatial inequality in the accessibility of healthcare services in the Philippines | GeoJournal (springer.com) on October 9, 2024.

TPOA No. 11: Intensifying implementation of employment programs for marginalized sectors (youth, women, persons with disabilities, senior citizens, workers in the informal sector, and IPs)

Key Indicator: Percentage of population of marginalized sectors such as the youth, women, persons with disabilities, senior citizens, informal sector workers, and IPs, employed

Baseline: TBD (c/o DOLE)

Performance Targets:

2024-2028:

- PT1: Entrepreneurship and employment assistance expanded to accommodate more participants from marginalized groups
- PT2: Incentives for employers to hire young persons, persons with disabilities, and senior citizens enhanced
- PT3: Skills training, technical internships, etc., to enhance employability of youth, women, and persons with disabilities provided
- PT4: Partnerships between technical vocational schools and private sector established to ensure employment of assessed and certified students, particularly the youth and persons with disabilities
- PT5: Sufficient budget for Senior Citizens Action for Development and Nation Building (SECADNA) project allocated

Marginalized sectors have difficulty accessing employment due to their societal status. Hence, this TPOA aims to provide entrepreneurship and employment assistance, as well as incentives for employers to hire young persons (i.e., senior high school/college/technical-vocational graduates who are eligible to work), persons with disabilities, and senior citizens. The current Magna Carta for Persons with Disabilities (RA 7277) already prescribes incentives for employers hiring persons with disabilities. Similar laws should be passed to provide similar incentives to employers that will hire senior citizens and the youth.

The Filipino labor force should also be capacitated with technical skills to enable them to adapt to industry demands and new technologies that are inevitable in industrialization, such as the use of artificial intelligence or AI to promote efficiency and quality of work. Current programs of the government, such as the technical-vocational education and training (TVET), offered through scholarships, may also be accessed by marginalized sectors. These include the Training for Work Scholarship Program of Technical Education and Skills Development Authority (TESDA), Private Education Student Financial Assistance, Special Training for Employment Program (STEP), and Universal Access to Quality Tertiary Education. Senior citizens may also access the trainings and information and education campaigns (IECs) conducted through the SECADNA to improve their participation in the socio-economic activities.

This TPOA is supportive of Section 3 of Article XIII of the 1987 Constitution mandating the provision of full protection of labor and employment opportunities for all. In the PDP 2023-2028, this TPOA is responsive to Chapter 4 (*Increase Income-earning Ability*) and Chapter 11 (*Ensure Macroeconomic Stability and Expand Inclusive and Innovative Finance*). The *AmBisyon Natin* 2040 envisions an economy with sufficient decent jobs and sustainable income under the *Maginhawa* pillar. This TPOA is likewise responsive to SDG 4 on ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all.

TPOA No. 12: Providing access to livelihood opportunities to farmers, fisherfolk, forest workers, small-scale miners, and IPs

Key Indicator: Percentage of farmers, fisherfolk, forest workers, and small-scale miners with access to gainful livelihood or employment

Baseline: TBD (c/o DA, DOLE, Department of Environment and Natural Resources-Mines and Geosciences Bureau)

Performance Target:

2024-2028:

- Opportunities for the participation of primary producers (i.e., farmers and fisherfolks) and vulnerable groups (women, indigenous peoples, and youth) created in the value-adding of agricultural and fisheries products

The needs of the farmers and fisherfolks as agricultural producers are covered in this program of action. Farmers and fisherfolks are valuable in ensuring food security in the country. Hence, the government must provide support programs to these sectors, including measures that will strengthen the capability of the sector to mitigate and adapt to the climate crisis (*to be discussed under TPOA 16*). The government will also pursue comprehensive assistance that will improve production and enable the sector to participate in the agriculture value-added products. The government should also formalize and recognize the valuable contributions of small-scale miners to improve their access to *Minahang Bayan* as a source of livelihood and a sustainable source of income. DENR should strengthen implementation of its role in providing technical and financial assistance and promoting the small-scale mining industry as mandated through DENR Administrative Order (AO) No. 2015-03. The goal of improving the income of these sectors will be progressively realized through the sustainable support programs of the government in partnership with all other sectors, including non-government organizations and the private sector.

This TPOA is aligned with Section 4 of Article XIII of the 1987 Constitution that provides for the rights of farmers; with Chapter 5 of the PDP 2023-2028, which includes strategies on modernizing agriculture and agribusiness; and with SDG 2 (Responsible Consumption and Production), which is key to sustaining livelihoods.

TPOA No. 13: Determining minimum wages sufficient for decent standard of living of families in urban and rural areas

Key Indicator: Area-specific level of living minimum wages determined

Baseline: TBD (c/o NWPC and DOLE)

Performance Targets:

2024-2028:

- Research study on living wages conducted

As the prices of commodities continue to increase, wage increases, subsidies, and more robust economic policies are needed. There is also a clamor to rationalize the setting of minimum wages across the country and to promote productivity improvement and gain-sharing measures to ensure a decent standard of living for workers and their families. With this, the government should continue to assess the adequacy of current wage levels as this is crucial in policymaking and designing program interventions. This should be done through a research study on the living wage in all regions of the country, to be led by the National Wages and Productivity Commission (NWPC).

This TPOA is in accordance with Section 3 of Article XIII of the 1987 Philippine Constitution, which guarantees the entitlement of every worker to a living wage. In terms of the SDGs, this TPOA is responsive to Goal 8 on promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

TPOA No. 14: Prioritizing areas for increase in budget allocation and expansion of coverage of social protection

Key Indicator: Area-specific percentage increase in the budget allocation for social protection programs for the marginalized sectors

Baseline: TBD (c/o DSWD and DBM)

Performance Targets:

2024-2028:

- PT1: Yearly target achieved on the percentage of self-sufficient 4Ps household beneficiaries (i.e., graduates from the program)
- PT2: A single system of classification for targeting beneficiaries of the government's poverty alleviation programs and projects developed to ensure that programs reach the intended beneficiaries

- PT3: Impact Evaluation Study of 4Ps conducted (to determine how the program contributed to breaking intergenerational poverty at the family and community level)
- PT4: Budget allocation and number of beneficiaries for Social Pension for Indigent Senior Citizens (SPISC) and Centenarian Benefit programs increased, beginning CY 2025, and 100% served by end of December 2025
- PT5: Preferential consideration in the funding allocation of the agency budget on poverty alleviation programs, including social protection programs such as 4Ps, provided
- PT6: Bill on Disability Support Allowance passed

There is a need to increase budget allocation on social protection programs to support the poor and marginalized, especially in sectors where immediate support is needed. To achieve a greater number of self-sufficient 4Ps households, the government will formulate a single system of classification for the targeting of beneficiaries of poverty alleviation programs through the CBMS. The government will continue regular conduct of the impact evaluation study for the 4Ps program, which will be used as a basis for designing future policies and programs and instituting proper targeting and budgeting. Existing programs for vulnerable sectors will be continued and improved by enhancing existing policies (e.g., [SPISC] and Centenarian Benefit programs) and by lobbying for better legislations including the Bill on Disability allowance that would provide a monthly allowance to persons with disabilities that are not currently receiving support from the government.

The PDP 2023-2028, under Subchapter 3.2 *(Strengthen Social Protection)* has laid out strategies for strengthening social protection, such as ensuring a timely response and adequate financing for social protection programs in emergencies, implementing a Social Protection Communication Plan and Strategy, and integrating the nutritional needs of vulnerable groups in social protection programs. The TPOA is also supportive of SDG 1 *(End poverty in all its form)*, specifically its target to implement nationally appropriate social protection systems and measures for all, including floors, and achieve by 2030 substantial coverage of the poor and the vulnerable. It also contributes to SDG 10 (Reduce inequality within and among countries) on reducing inequalities through the adoption of social protection policies.

TPOA No. 15: Adopting policies and mechanisms on increasing access and affordability of clean water for the marginalized communities

Key Indicator:

- Number of policies on water supply and sanitation implemented
- Number of research conducted on access and affordability of water and sanitation in marginalized communities

Baseline: TBD (c/o National Water Resources Board [NWRB] and DENR-Water Resources Management Office [WRMO])

Performance Targets:

2024-2028:

- PT1: Bill on establishing the National Framework for Water Resource Management and creating the Department of Water Resources and the Water Regulatory Commission passed
- PT2: Research mapping of populations with access to water and sanitation conducted
- PT3: Government investment in adaptive technology/infrastructure increased

The right to water and sanitation entitles everyone to sufficient, safe, acceptable, physically accessible, and affordable water. To fully achieve this right for the Filipinos, the government is currently lobbying for the passage of the Bill creating the Department of Water Resources. It will also pursue the conduct of research mapping of populations with access to clean water and sanitation to determine the underserved and unserved areas, allowing the government to focus on areas where the interventions of the government are urgently needed. According to UN and UNICEF data, 53% of households in the Philippines lack access to a

safely managed water supply and 39% lack safe sanitation. The situation in schools is even more serious, with 55% of schools lacking access to a safely managed water supply and 26% lacking safe sanitation.[41]

This TPOA is in line with the strategies of the PDP 2023-2028, as laid out under Chapter 2.3 (*Establish Liveable Communities*) on improving access to safe drinking water and basic sanitation, and under Chapter 12 (*Expand and Upgrade Infrastructure*) on the provision of water resources. This TPOA is likewise responsive to SDG 6 on clean water and sanitation.

TPOA No. 16: Improving climate- and disaster-resilience of marginalized and vulnerable communities

Key Indicators:

- Percentage of marginalized and vulnerable communities covered by climate-resiliency interventions
- Number of climate-resilience practices enforced

Baseline: TBD (c/o CCC and NDRRMC)

Performance Targets:

2024-2028:

- PT1: Climate change mitigation, adaptation, and disaster risk reduction and resiliency mainstreamed in agricultural programs of the government
- PT2: Risk-based regulation for hospitals and government health facilities formulated to address future health consequences brought by climate crisis
- PT3: Farming practices that mitigate the impact of climate change documented in partnership with CSOs/NGOs, and said farming practices strengthened
- PT4: Risk-Informed and Evidence-Based School Infrastructure, Disaster Risk Reduction and Management (DRMM), Climate Change Adaptation and Mitigation (CCAM), and Education in Emergencies Planning and Programming institutionalized
- PT5: Nexus Approach institutionalized in delivering basic education services, including challenges in the implementation of major programs to address the needs of learners
- PT6: Policy on Climate Change Expenditure Tagging (CCET) issued
- PT7: Crises contingency plans developed (per hazard) by all schools
- PT8: DRRM policy aimed at institutionalizing disaster resilience developed
- PT9: Policy on the CCAM Framework in Basic Education Sector aiming to make all schools the center of climate change education and action developed
- PT10: Disaster Preparedness and Response Program (DPRP) Implementing Guidelines institutionalized
- PT11: Spirit of Volunteerism to Personnel and Learners: An Approach to Develop Disaster Preparedness and Response Volunteer promoted
- PT12: MATATAG Center Resiliency and Well-being of Learners and Personnel established
- PT13: Response Operations Manual for Easier Access to Legal References developed

The Philippines was ranked in the 2022 World Risk Index report[42] as the most exposed and vulnerable country to natural hazards such as earthquakes, flooding, and storms. It is also prone to frequent natural calamities, including the occurrence of 20 typhoons and storms (on average) each year. To mitigate the impacts of climate and disaster crises, the government needs to continue building the resilience of Filipino communities, households, and individuals, especially the most vulnerable.

[41] Water and Sanitation Issues in the Philippines. Accessed through Water and Sanitation in the Philippines - Our Impact (planet-water.org) on October 10, 2024.

[42] WorldRiskReport-2022_Online.pdf (weltrisikobericht.de)

Capacity building through the education sector will enable households to navigate climate challenges through preparedness-raising campaigns and the use of automated and technology-enabled warning systems will be ensured. The government must also ensure that major facilities, such as schools and hospitals and essential sectors (e.g., agriculture, health, education) are disaster-ready through strict implementation of risk-informed and evidence-based infrastructure regulations and policies. It will also ensure that budgeting and planning are aligned with the disaster and preparedness response and in accordance with crises contingency plans. Further, recognizing the importance of a whole-of-society approach in addressing disaster and climate crises, the government will build partnerships with NGOs, CSOs, and private entities to develop strategies and enhance good practices toward disaster management.

The ICESCR does not prescribe a specific role of state parties in relation to climate crises and disasters. However, it is the responsibility of the government to ensure that every person and their families enjoy improved living conditions. Moreover, this program of action is consistent with the strategies of the PDP 2023-2028 as outlined under Chapter 15 (Accelerate Climate Action and Strengthen Disaster Resilience) and SDG Goal 13 on climate action (Take urgent action to combat climate change and its impacts).

TPOA No. 17: Advocating for increase in the regular allocation for annual social safety nets to mitigate the effects of crisis situations and natural disasters

Key Indicator: Percentage increase in the social safety nets prepositioned for the climate-vulnerable groups

Baseline: TBD (c/o DSWD, DILG/LGUs, NDRRMC)

Performance Targets:

2024-2028:

- PT1: Absorptive capacity of LGUs increased for prepositioning of food and non-food packages
- PT2: Mobilization of sustainable finance from public and private sources scaled up

The availability of social safety nets is important in ensuring that communities are able to quickly recover when crisis situations and natural disasters hit. Hence, this TPOA includes increasing the absorptive capacity of LGU as the first line of government actors, in the prepositioning of food and non-food packages during calamity and crisis situations. Given that the impact of the climate crisis does not affect only the public sector, the government needs to scale up the mobilization of sustainable finance by exploring public and private resources. The government, together with the private sector, can develop and implement PAPs that will ensure service and business continuity amid crises and natural disasters.

This TPOA is consistent with the strategies of the PDP 2023-2028 of providing social safety nets to mitigate risks, along with sustained human and social interventions. It is also supportive of the strategy under Chapter 15 *(Accelerate Climate Action and Strengthening Disaster Resilience)* that pushes for the mobilization of sustainable finance from public and private sources to support highly vulnerable sectors. This TPOA also contributes to the government's effort in achieving the target of SDG 10 (Reduce inequality within and among countries) through the adoption of social protection policies.

SECTION 6: PLAN OF WORK: 2024-2028

Matrix 1 presents a comprehensive overview of the detailed plans for each performance target under each TPOA. It specifies the target outputs for every plan of work, identifies the responsible agencies, and highlights potential risks and constraints that could hinder the implementation along with its proposed mitigating measures.

The key agencies responsible for the implementation of the TPOAs identified in the matrix include DHSUD, NHA, PSA, DepEd, DOH, DOLE, Department of Trade and Industry (DTI), NCDA, NWPC, DSWD, and LGUs, among others.

MATRIX 1: PLAN OF WORK: 2024-2028

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Thematic Program of Action 1: Increasing access of ISFs, displaced families, underprivileged, and the homeless to affordable, livable, and climate-resilient housing that is accessible to livelihood opportunities						
2024-2028						
Constructed and provided immediately housing facilities for households living in identified hazardous/danger zones, and in areas affected by disasters/calamities where the housing needs of the poor are urgent.	National and Local	Strengthen implementation of Integrated Disaster Shelter Assistance program.	Shelter assistance provided	*(Implementation is as the need arises/as the disaster happens)*	DHSUD (lead) LGUs	**Risks:** Lack of funding/fiscal space **Mitigating:** Provision of rental subsidies instead
	National	Continue to provide subsidies in the form of interest subsidies, mortgage financing, direct housing production, and community-driven development to improve housing affordability.	Subsidies provided through interest subsidies, and mortgage financing Housing units started/ financed	TBD	DHSUD (lead) NHA SHFC	
	National	Provide rental subsidy as an option for ISFs and starting families, or as support for families that may be temporarily displaced by calamities or those permanently displaced by infrastructure programs.	Rental subsidy for low-income ISFs and starting families provided	TBD	DHSUD (lead) NHA SHFC Office of Civil Defense (OCD) - *to coordinate with DHSUD on the data of displaced families due to calamities*	**Risks:** Lack of funding/fiscal space **Mitigating:** DHSUD to continue requesting funds for subsidies
	National and Local	Continue to establish permanent and resilient evacuation centers, giving priority to highly vulnerable, low-income LGUs to access national programs and funds for disaster risk reduction (DRR)-related facilities and livelihood support.	Permanent and resilient evacuation centers in highly vulnerable and low-income LGUs established	TBD	DHSUD (lead) LGUs OCD NDRRMC	**Constraint:** LGU not prioritizing housing **Mitigating:** Raise awareness among LGUs on the importance of housing in their Comprehensive Land Use Plans (CLUPs)
	National and Local	Consolidate hazard map of houses located near hazardous/dangerous zones.	Consolidated hazard maps of houses near hazardous/dangerous zones formulated	TBD	DHSUD (lead) LGUs NDRRMC DENR	**Risk:** Lack of funding/fiscal space **Mitigating:** • Lobby in Congress for funding • Plan and phase requirements for projects, including proper prioritization within agency budget
	National and Local	Continue to relocate ISFs from danger areas to safer environments.	ISFs households relocated from danger areas to safer environments	Q1 2024 to Q4 2028	LGUs NHA	
	National	Continue the provision of housing to beneficiaries affected by disasters/ calamities and living in danger zones.	Housing units started	Q1 2024 to Q4 2028	NHA	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
Inventoried government idle lands completely, and established database to identify potential resettlement sites for informal settlers and homeless	National	Submit the inventory of government-owned idle lands by national government agencies and instrumentalities, including government-owned and controlled corporations (GOCCs), and LGUs.	Inventory of government-owned idle lands	Annual	DHSUD (lead) DILG LGUs DENR Land Registration Authority (LRA)	**Constraint:** Low compliance of NGAs and other government instrumentalities, including GOCCs and LGUs **Mitigating:** Strengthen the implementation of EO 34.[43]
	National and Local	Create and strengthen local housing boards (LHBs) to support the LGUs' city- or municipality-wide community upgrading strategy.	• LGUs with functional LHBs or similar mechanism • Technical assistance provided to provinces, cities, and municipalities in building their capability to undertake creating an LHB or similar entity	Semestral	DILG (lead) LGUs DHSUD - *to provide capacity-building assistance to LGUs*	**Constraint:** There is no law that mandates the creation of LHBs, thus, not all LGUs have LHBs. **Mitigating:** DHSUD assistance through capacity building on the creation of LHBs
	National and Local	Establish database to identify potential resettlement sites for informal settlers, in coordination with LGUs.	Coordination mechanism with LGUs on identification of potential relocation sites established	Q2 2025 to Q4 2028	NHA LGUs	**Constraint:** Non-readiness of LGUs to engage in the initiative **Mitigating:** Provide pre-enabling opportunities to engage.
	National and Local		Database on potential relocation sites populated and reported in coordination with LGUs.	Q2 2026 to Q4 2028	NHA LGUs	
Undertook completely the inventory of the number of ISFs, homeless, and the underprivileged, and established corresponding information database system	National	Establish and deploy regional ISF database data-gathering process and reporting system in coordination with LGUs.	Regional ISF data-gathering process and reporting process approved and deployed	Q2 2025 to Q4 2028	NHA	**Risk:** Systems integration delays and barriers. **Mitigating**: Apply appropriate project management solutions.
Fully operationalized the National Resettlement Policy Framework (NRPF) in local resettlement plans and programs to ensure that resettlement communities are livable and accessible to livelihood opportunities	National and Local	Integrate climate crisis and disaster risk in the local shelter plan of the LGUs, in coordination with the DILG, through the CLUP.	CLUP with local shelter plans that integrate climate crisis and disaster risk assessment	Q4 2025	LGUs (lead) DHSUD and DILG - *for capacity-building and oversight*	**Risk:** Low compliance of LGUs (since NRPF is not a Law) **Mitigating:** Enhance capacity of LGUs in complying with the NRPF.
	National	Institutionalize the National Resettlement Performance Dashboard.	National Resettlement Performance Dashboard developed and monitored	Q1 2024 to Q4 2028	NHA	**Risk:** Systems integration delays and barriers **Mitigating**: Apply appropriate project management solutions.

[43]Declaring the Pambansang Pabahay Para Sa Pilipino Program as a Flagship Program of the Government, and Directing All National Government Agencies and Instrumentalities, Including Government-Owned Or -Controlled Corporations, and Local Government Units, to Submit a Detailed Inventory of All Available and Suitable Lands.

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
Built new housing units for ISFs, the underprivileged, and the homeless	National	Intensify the implementation of the 4PH program as well as the regular resettlement programs of NHA funded under the General Appropriations Act (GAA).	Housing units started Number of low-income ISFs provided with interest subsidy	Q1 2024 to Q4 2028	DHSUD (lead) NHA SHFC LGUs	**Risks:** • Weak and flawed targeting mechanism • Lack of funding/fiscal space **Mitigating***:* • MOA with PSA to get a more accurate no. of ISFs in the country • Plan and phase requirements for projects, including proper prioritization within agency budget.
	National and Local	Mobilize private sector and government resources to meet housing needs.	More housing units for the ISFs, the underprivileged, and homeless constructed	2025	DHSUD (lead) NHA LGUs	**Risk:** Non-payment of amortization will affect the sovereign guarantee.[44] **Mitigating:** Conduct IECs and regular reminders to ensure timely payment of amortization to avoid foreclosures.
	National	Continue to provide access to livelihood opportunities to beneficiaries of NHA Projects.	Livelihood opportunities accessible to beneficiaries of NHA Projects	Q1 2024 to Q4 2028	NHA	**Risk:** Lack of funding/fiscal space **Mitigating:** • Lobby in Congress for funding • Plan and phase requirements for projects, including proper prioritization within agency budget.
Conducted climate vulnerability and risk assessment and hazard mapping to serve as guide in housing development for ISFs, displaced households, the underprivileged, and homeless	National and Local	Intensify capacity building, technical assistance, advocacy and awareness activities for LGUs, NGAs, and other concerned stakeholders to ensure the formulation and/or updating CLUP and Provincial Development and Physical Framework Plans of all cities, municipalities, and provinces, and ensure that they are implemented.	Updated CLUP in each LGU	Q1 2025 to Q4 2028	DHSUD (lead) DILG LGUs DENR NDRRMC	**Risk:** Lack of funding/fiscal space **Mitigating:** • Lobby in Congress for funding • Plan and phase requirements for projects, including proper prioritization within agency budget.

[44]For this plan of work, to mobilize the resources of private sector for the 4PH, the government will issue a sovereign guarantee amounting to 3 trillion pesos (per DHSUD).

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
	National and Local	Make climate and disaster risk assessment a prerequisite in the approval of areas identified for housing and community development.	NHA Housing designs are resilient and inclusive.	Q1 2024 to Q4 2028	NHA (lead) DENR	**Risks:** Standards not calibrated to on-ground experience **Mitigating:** Ensure capacity/ readiness to adjust to new requirements.
	National and Local	Integrate accessibility to basic services, good health, and culturally inclusive, responsiveness to needs of persons with disabilities into the design of housing/settlements and communities.	NHA Projects have integrated community facilities.	Q1 2024 to Q4 2028	NHA	**Risks:** Slow processing of projects **Mitigating:** Include in budget proposal funding requirements for resources to fast-track implementation.
	National and Local	Incorporate sustainable and disaster-resilient principles into housing development for a resilient and environmentally conscious community through the CLUP	Housing development with sustainable and disaster-resilient principles incorporated	Annual	DHSUD (lead) LGUs	**Risk:** Incoming national and local election that will affect political situation (change in the Sanggunian) **Mitigating:** Continuing assistance and capacity building for LGUs.
Integrated informal settlement areas in disaster risk reduction policies and initiatives	National	Inclusion of ISFs in the Resettlement and Relocation Action Plan	ISF in danger areas relocated	Semestral	NHA (for NCR) LGUs (outside NCR)	**Risk:** Availability of land for relocation and limited budget due to increase in construction costs **Mitigating:** Ensure that ISF families would be recipients of 4PH so they would not be displaced from their livelihood, instead of relocating them to farther areas.
TPOA 2: Bolstering the implementation of existing laws and pursuing the passage of legislative measures to improve access to housing and implementation of housing programs						
2024-2028						
Strengthened/ Reinforced the following laws: • RA 9994 – Inclusion of the social housing needs of senior citizens in national shelter program • RA 8550 – (Fisheries Code) Establishment of a fisherfolk settlement in areas that are accessible to the fisherfolks' source of livelihood	National	Allocation of total housing units reserved for senior citizens, persons with disabilities, and single parents	Housing units reserved for senior citizens, persons with disabilities, and single parents provided	TBD	DHSUD (lead) DA-BFAR NCSC	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
• RA 9207 – National Government Center (NGC) Housing and Land Utilization Act of 2003						
Passed and enacted the following legislations: • National Land Use Bill • Rental Subsidy Bill • Public Rental Housing Bill • Strengthening of Key Shelter Agencies (NHA Act, Amendments to the NHMFC Charter, SHFC Charter) • Property Registration Decree • Amendment to RA 7279 (Urban Development and Housing Act of 1992) • An Act Institutionalizing the Pambansang Pabahay Para sa Pilipino Program	National	Support these proposed legislative measures by continually attending committee hearings	Enumerated bills passed into law	By end of 20th Congress	DHSUD (lead) LRA Congress: • Senate Committee on Urban Planning, Housing, and Settlement • House of Representatives Committee on Housing and Urban Development	**Risk:** Upcoming May 2025 elections may affect the timely passage of these bills. **Mitigating:** Continue lobbying for the bills even in the next Congress.
TPOA 3: Mobilizing resources of the private sector and government housing agencies to meet housing needs of ISFs and the homeless						
2024-2028						
Fully implemented adjusted price ceiling for socialized housing (DHSUD-NEDA JMC No. 2023-003)	National	Conduct of IEC/ Communication Plan on the JMC for beneficiaries and developers/ contractors	Beneficiaries and developers participating in orientation on JMC	TBD	DHSUD (lead) NEDA	**Risks:** • Lack of participation in the program due to numerous documentary requirements from the developer contractor • Delay in the construction of houses/delay in the delivery of housing projects **Mitigating:** Orientation on direct developmental loan program to the developers and beneficiaries
	National	Ensure production of socialized housing units in compliance with Balance Housing Program (RA 10884).	Socialized housing units produced (in compliance with Balance Housing Program/RA 10884)	TBD	DHSUD (lead) NHA SHFC HDMF or Pag-IBIG Fund	
	National	Make housing guidelines for the 4PH less restrictive and with appropriate incentives in place.	Housing guidelines for the 4PH that are less restrictive and with appropriate incentives in place	TBD	DHSUD	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
Monitored compliance of private developers with the balanced housing requirement to develop an area for socialized housing equivalent to at least 15% of the total subdivision area or total subdivision project cost and at least 5% of condominium area or project cost	National	Continue the implementation and monitoring of balanced socialized housing compliance.	Reports on socialized housing compliance	TBD	DHSUD	
	National	Conduct inventory of socialized housing compliance projects for horizontal and vertical development.	Inventory of socialized housing compliance projects for horizontal and vertical development	TBD	DHSUD	
TPOA 4: Expediting the implementation of a gender-, age-, disability-, and culturally-inclusive PhilSys and birth registration						
2024-2028						
Registered more IPs and persons in GIDAs through Birth Registration Assistance Project	National and Local	Conduct mobile registration.	Increased number of IPs and persons in GIDAs registered through the Birth Registration Assistance Project	*Continuing* 1.46M verified by PSA by the end of 2024 Registered 423K (as of October 18, 2024) Two million Filipinos registered by end of 2028	PSA (lead) DILG LGUs NCIP NCMF	**Risks:** • Delay in the provision of physical IDs • Delay in registration in GIDAs due to inaccessibility concerns • Lack of budget allocation and human resources to process birth certificates at the local levels • Discrepancies of entries of the National ID for those already registered with the information of the live birth for registration • Lack of cooperation of some local civil registrars under the out-of-town registration concept **Mitigating:** • Deliver the e-Phil ID • Mandatory registration of delayed registrant with the National ID (except one year old and below) • Engagement of LGUs through MOA • Hiring of PSA Birth Registration Coordinators
	National and Local	Continue information and advocacy campaign.	Information and advocacy campaign on birth registration conducted	At least one regional provincial forum on birth registration per year	PSA (lead) DILG LGUs NCIP NCMF	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
	National and Local	Continue the implementation of relaxing requirements for issuance of live birth certificate.	Continuous monitoring of implementation of Birth Registration Assistance Project (BRAP) guidelines by the Local Civil Registry Office (LCROs)	Revise the policy/guidelines by the PSA, as necessary	PSA (lead) LGUs	
Increased registration of IPs and persons in GIDAs in PhilSys	National and Local	Identify IP areas where significant proportion of the populations are yet to be registered.	IPs and persons in GIDAs registered in PhilSys	Q3 2025	PSA (lead) NCIP DILG LGUs	**Risks:** • Delay in the provision of physical IDs • Apprehension of IPs to be registered due to cultural misconceptions • Lack of requirements for registration • PhilSys only covers cities, municipalities, and barangays **Mitigating:** Provide transportation services for persons in GIDAs to register
	National and Local	Conduct mobile registration.		Continuing		
	National and Local	Continue the information and advocacy campaigns.	Campaigns for Information and Advocacy Activities on PhilSys	Continuing		
TPOA 5: Sustaining the data disaggregation of census of households and the Community-based Monitoring System (CBMS) to include data on marginalized sectors						
2024-2028						
Established partnership with LGUs for the conduct of broader data collection under CBMS	National and Local	Develop resource-sharing strategies, where LGUs with more advanced technical capabilities or financial resources can assist those with fewer resources.	Resource-sharing systems/strategies between LGUs adopted and implemented	TBD	PSA (lead) DILG LGUs	**Risks:** • Political will of the executive/officials of the LGU • Inconsistent implementation across LGUs: LGUs may have varying levels of capacity, resources, and commitment to implementing CBMS, leading to inconsistencies in data collection quality and timelines. • Insufficient technical capacity at the LGU level: Some LGUs may lack the technical expertise or tools needed to conduct data collection in line with national standards. This includes insufficient knowledge of survey methodologies, data management, and the use of technology.
	National and Local	Conduct information campaigns at the community level to raise awareness about the CBMS and its importance in improving government services.	Information campaigns on awareness about CBMS	TBD	PSA DILG (lead) LGUs	

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
						• Lack of coordination among stakeholders: Ineffective communication and coordination between national agencies, LGUs, and other local stakeholders could lead to confusion regarding roles and responsibilities in the data collection process. • Community resistance to data collection: Some communities may be resistant to data collection efforts, either due to distrust of government initiatives or concerns about how their data will be used. **Mitigating:** • Capacity building: Provide continuous technical training and support to LGUs on data collection standards, privacy protocols, and use of technology. • Financial support: Advocate for national government funding or external donor support to supplement LGU budgets for CBMS-related activities. • Strengthened coordination: Establish clear communication channels, agreements, and oversight mechanisms to ensure smooth coordination between national agencies and LGUs. • Standardization: Implement standardized data collection tools and methods across all LGUs to ensure uniformity and quality of data.

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
						• Transparency and accountability: Encourage the establishment of independent monitoring mechanisms to ensure transparency and reduce the risk of political interference. • Community engagement: Conduct community orientations to raise awareness and build trust, ensuring people understand the importance and confidentiality of the data being collected. • Crisis contingency plans: Develop contingency plans for potential disruptions like natural disasters or pandemics, ensuring flexibility in data collection timelines.
Established Functional Elderly Data Management System (EDMS) pursuant to Republic Act 11982	National and Local	Maintain and update database of population of older persons through the EDMS via (1) data sharing among government agencies, and (2) data stored, maintained, and updated.	Updated database on the population of older persons in the EDMS with the following: • NCSC database registration • PSA's official census and projection • COMELEC's number of registrant voters • DSWD list and number of indigent senior citizens • DILG through LGUs—registry of older persons in respective locality through Office of Senior Citizens Affairs	TBD	NCSC (lead) PSA DICT LGUs	**Risk:** Data breach of list of beneficiaries **Mitigating:** Data-sharing agreements and server security protection
TPOA 6: Improving education and health-seeking behavior among low-income households with primary and secondary school-aged children						
2024-2028						
Improved attendance to school among children, specifically for elementary-aged children, junior high school-aged children, and senior high school-aged children, including indigenous children	National	Conduct updating of beneficiaries' information.	*Pantawid* children beneficiaries compliant with education conditionality for: elementary-aged children, junior HS-aged children, and senior HS-aged children, disaggregated by sex, disability, and ethnic groups	Continuous	DepEd (lead) DSWD DILG LGUs NAPC NCIP	**Risks:** • Reduced fiscal space for the 4Ps • Supply-side constraints on access to schools and health facilities: Ongoing limitations in the availability and accessibility of essential services, such as education and healthcare

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
	National and Local	Regularly monitor compliance.	Compliance monitoring document submitted	TBD		prevent beneficiaries from fully complying with program conditions, undermining its intended impact. • Weak local government capacity: Insufficient capacity among LGUs to deliver services and support to beneficiaries presents a risk to program implementation and monitoring, reducing the program's overall effectiveness at the grassroots level. • Lack of transparency or weak targeting mechanisms: Inadequate transparency and inefficiencies in the targeting mechanisms resulting to misidentification of beneficiaries, which may lead to the exclusion of eligible households or the inclusion of ineligible ones, compromising the program's integrity and equity
	National and Local	Conduct of social case management for children/households having difficulties on the attendance of their children to school	Social case management report for children/ households having difficulties on the attendance of their children to school	TBD		
	National and Local	Partner and coordinate with stakeholders to address supply gaps.	Partnership with CSOs and NGOs forged	TBD		
	National and Local	Provide cash grants to 4Ps beneficiaries.	Cash grants to 4Ps beneficiaries provided (Fund utilization report)	TBD		
	National	Conduct of Annual Social Development and Management Program (ASDMP) Planning P/P/A implementation Monitoring Audit (education component)	• Increased number of children's attendance in school (especially those in far-flung areas) • Increased probability of the number of graduates • Increased number of classrooms and other school facilities constructed, renovated, and repaired	Annual	DENR-MGB Private sector (mining companies)	**Constraints:** • Target is only identified host and neighboring barangays • Involves private funds only **Mitigating:** • Explore discussions on expanding target barangays. • Improve monitoring and audit activities of the MGB.
Improved compliance with availment of health services for 0-5 years old and pregnant women	National	Update of beneficiaries' information	*Pantawid* children 0-5 y/o and pregnant women compliant with availment of health services 2024 – 93% of 0-5 y/o and pregnant women availment of health services	Continuous	DSWD (lead) DOH DepEd DILG LGUs NAPC	**Risks:** • Reduced fiscal space for the 4Ps: The diminishing fiscal space limiting its ability to expand coverage or enhance benefits for the most vulnerable populations
	National and Local	Regularly monitor compliance.				
	National and Local	Conduct social case management for children/households having difficulties on the attendance of their children to school.				

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
	National and Local	Partner and coordinate with stakeholders to address supply gaps.	2025 – 94% of 0-5 y/o and pregnant women availment of health services 2026 – 95% of 0-5 y/o and pregnant women availment of health services 2027 – 96% of 0-5 y/o and pregnant women availment of health services 2028 – 96% of 0-5 y/o and pregnant women availment of health services			• Supply-side constraints on access to schools and health facilities • Ongoing limitations in the availability and accessibility of essential services, such as education and healthcare. These constraints prevent beneficiaries from fully complying with program conditions, undermining its intended impact.
	National and Local	Provide cash grants to 4Ps beneficiaries.				
Increased the number of SPED teachers	National	Create and fill up SPED Teacher positions (Approved for FY 2024 – 400; Projected number of items for creation for FY 2025-2028 – 1,200)	New SPED teacher items created and filled up	2024-2028	DepEd	
TPOA 7: Providing climate-resilient infrastructure to improve access to schools of primary and secondary school-aged children, including children with disabilities						
2024-2028						
Increased by 20% annually the buildings/classrooms built in underserved areas	National	Forge collaborative tie-ups for building schools and classrooms.	20% increase in the number of school building/classroom built annually Targets: 2024 – 166 2025 – 154 2026 – 160 2027 – 170 2028 – 180	Annual	DepEd (lead) DPWH DILG NAPC	**Risk:** Potential delays in construction due to procurement **Mitigating**: Collaborating with DPWH and DILG that have a database of classrooms constructed
Improved accessibility of schools by constructing or rehabilitating at least 500 kilometers of roads leading to educational institutions in remote and isolated communities	Local	Construct road leading to educational institutions in remote and isolated communities.	Constructed road leading to educational institutions in remote and isolated communities	TBD	LGUs	
	National	Conduct of feasibility study on the provision of transportation to last mile areas	Active transport policies and masterplan formulated	TBD	DOTr	
	National	Pave or construct/ rehabilitate roads leading to schools through the ASDMP implementation	Increased well-paved or constructed or rehabilitated roads leading to schools	Annual	DENR-MGB Private sector (mining companies)	**Constraints:** • Target is only identified host and neighboring barangays • Private funds only **Mitigating:** • Explore discussions on expanding target barangays • Improve monitoring and audit activities of the MGB.

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Reduced average time to the nearest school for students living in rural and remote areas	National and Local	Improve transportation networks and construct new schools.	Improved transportation networks New schools constructed	TBD	LGUs (lead) DepEd (co-lead) DPWH DOTr	
Established inclusive learner centers to accommodate persons with disabilities and students with special needs	National and Local	Develop a training program and conduct capacity building and staff training for teachers and support staff on inclusive education and adaptive teaching strategies.	• Training program and capacity-building activities on inclusive education and adaptive teaching strategies • Teachers and support staff trained on inclusive education and adaptive teaching strategies	TBD	DepEd (lead) NCDA LGUs	**Risks:** • Inadequate funding and resources • Readiness of schools (accessibility) and teachers and support staff (capacity) to accommodate persons with disabilities - considering different disabilities and different levels (mild, moderate, and severe) • Resistance from communities and their families • Accessibility challenges in rural and remote areas (GIDAs) **Mitigation:** • Conducted continuous professional development and certifications for teachers on inclusive education. • Launch awareness campaigns and advocacy programs. • Explore mobile learning centers and satellite campuses. • Use ICT solutions for distance learning support. • Provision of scholarships or subsidies for students with disabilities
	National and Local	Provision of appropriate assistive technologies or devices for the students with disabilities	Assistive technologies or devices for students with disability	TBD	DepEd (lead) NCDA LGUs	
Continued the development of public transport services by providing linkages from the remote areas to the central business districts	National	Establish ports that will link and provide access to the mainland.	Completed ports (from PMO-Maritime Sector): Target: 2024 – 25 2025 – 20 2026 – 29 2027 – 32 2028 – 36	TBD	DOTr (lead) DepEd DPWH	**Risk:** Not all projects in the feasibility study and/or master plan will come to fruition. **Constraint:** Development of public transport services would necessitate study and be aligned with master

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
						plans; every major transport infrastructure is typically preceded by consulting services, hence, the constraint for a long gestation period before linkages are established
Developed the Local Public Transport Route Plan (LPTRP), including PT routes with direct connectivity/ accessibility to schools and last mile schools	National and Local	• Conducted Trainor's Training for Evaluators and capacity building and re-training of LGUs • Approve LPTRP of 1,574 LGUs	• Trained evaluators and LGUs • Target percentage of LGUs with LPTRP: 2024 – 15% 2025 – 35% 2026 – 60% 2027 – 90% 2028 – 100%	TBD	DOTr (lead) LTFRB LGUs	**Risk:** Dependent on the LGUs' submission of LPTRP **Constraint:** Affected by the change in administration at the local level (i.e., every three years)
Improved the digital connectivity of public schools	National	Establish, operate, and maintain free Wi-Fi in public schools and SUCs.	Proportion of public schools with internet access *2023* 2,460 Free Wi-Fi live AP sites in public schools and 269 Free Wi-Fi live AP sites in SUCs maintained *2024* 4,342 Free Wi-Fi live AP sites in public schools and 623 Free Wi-Fi live AP sites in SUCs maintained	Annual Target: By 2025, 5,867 Free Wi-Fi live AP sites in public schools and 466 Free Wi-Fi live AP sites in SUCs maintained	DICT (lead) DepEd	**Risk:** Limited duration of free Wi-Fi services because the nature of procurement projects is constrained to subscription of managed internet services (MIS) due to lack of Capital Outlay component in the Free Internet Access Fund (FPIAF).
TPOA 8: Providing financial assistance to deserving underprivileged school-aged children						
2024-2028						
Enhanced the Government Assistance to Students and Teachers in Private Education (GASTPE) Program to include elementary level	National	Lobby for the adoption of E-GASTPE for plenary deliberations: • Coordinate with legislative bodies to present the bill. • Engage with stakeholders to gather support and endorsements. • Conducted public consultations and hearings.	• Underprivileged learners supported • Public schools decongested through the GASTPE • One substitute Republic Act for the expansion of GASTPE to include K-6 passed	Q1 2025: Initial consultations and lobbying efforts in Senate Q2 2025: Public consultations and stakeholder engagements in Senate Q3 2025: Presentation to legislative bodies in Senate Q4 2025: Passage of the bill	DepEd	**Risk:** Potential selection of unqualified beneficiaries **Constraint:** Budget availability **Mitigating:** Collaborate with DSWD, which has a database of underprivileged learners.

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
Enrolled the school-aged children from low-income households in private education increased through government financial assistance programs	National	Implement the expanded E- GASTPE program for K-6.	• Increase in the number of school-aged children from low-income households enrolled in private education • Improvement in literacy rates and student performance	TBD	DepEd	**Risk:** Inadequate monitoring could lead to misuse of vouchers **Constraints:** Ensuring timely distribution of vouchers **Mitigating:** Establish a robust monitoring system and periodic evaluations.
	National	Distribute vouchers to qualified students.		Q3 2026	DepEd	
	National	Monitor and evaluate the program's impact.		Q4 2026	DepEd	
TPOA 9: Ensuring full implementation of the National Human Resources for Health Masterplan 2020-2040						
2024-2028						
Increased offering for post-graduate scholarships and residency training programs, and pre-service scholarships with return service	National and Local	Develop Indigenous People Strategic Plan for health for the UHC integration sites (i.e., creation of permanent plantilla to attract scholars).	• Indigenous People Strategic Plan for health for the UHC integration sites • Doctors and midwives who availed of PSSP • Deployed HRH	TBD	DOH (lead) DILG LGUs CHED DOST TESDA	**Risks:** • Local Autonomy (LGC), LGUs LEC's priority not aligned with NG priorities • Weak political will • Low awareness on the available programs **Mitigating:** Capacity building and IEC and strengthen DOH Rep in the region (DoRep)
	National	Fast-track implementation of training for specialization and accreditation of specialty societies.	• Stakeholders' consultation on the recognition and implementation of specializations conducted • Specialty societies/ organizations providing structured training programs accredited	June/December 2024-2028	Philippine Regulatory Commission (PRC)	
	National and Local	Implement the Pre-Service Scholarship Program and National Health Workforce Support system that include HRH deployment	HRH recipients of the Pre-Service Scholarship Program and National Health Workforce Support system deployed	TBD	DOH	
Increased educated and trained future HRH in or near their places of origin	National and Local	Adopt the DOH Selection Criteria by CHED in the prioritization of Indigenous People and GIDA residents	DOH Criteria in the prioritization of indigenous peoples and GIDA residents adopted by CHED	TBD	CHED (lead) DOH DILG LGUs	**Risk:** Resistance from academe to standardize their qualification requirements to accommodate HRH in GIDAs **Mitigating:** Implementation of a bridging program for HRH in GIDAs to pass the qualification requirements (based on an EU project piloted in one LGU)
	National and Local	Continue the implementation of the Doctors to the Barrio scholarship with the DAP	More HRH recipients of Doctors to the Barrio scholarship	TBD	DOH (lead) DILG LGUs	
	National	Promote the DOH Academy E-Learning Platform	Operational DOH Academy e-learning platform	TBD	CHED (lead) DOH DILG LGUs	
	National and Local	Develop competencies of barangay health workers (BHWs) and training program/curricula for BHWs	Training program/ curricula for BHWs	TBD	DOH (lead) DILG LGUs TESDA	
	National	Implement specialization services	Professionals recognized as specialists by PRC increased	June/December 2025-2028	PRC	

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Improved and streamlined HRH compensation package and incentives to encourage HRH to serve in GIDAs	National and Local	Fully implement the Magna Carta for HRH (e.g., provide equal benefits to HRH in all LGUs and inclusion of the private sector HRH in the coverage of the Law).	Magna Carta for HRH fully implemented	TBD	DOH (lead) DILG LGUs	**Risk:** Highly dependent on the capacity of the LGUs to comply **Mitigating:** Capacitate LGUs and advocate for sufficient local budget allocation.
	National and Local	Fully implement the Salary Standardization Law of 2019 (Republic Act [RA] No. 11466) and Barangay Health Workers' Benefits and Incentives Act of 1995 (RA No. 7883).	Barangay Health Workers' Benefits and Incentives provided to all BHW	TBD	DOH (lead) DILG LGUs	
	National and Local	Develop the HRH plan of the province/city-wide health systems (P/CWHS) reflecting the following minimum contents: • Strategies for filling up vacant plantilla positions • A mechanism for HRH sharing within the Health Care Provider Network • Creation of plantilla positions for HRH • Learning and development plan/ intervention	Province/city-wide health systems HRH plan including the indicated minimum contents: • Strategies for filling up vacant plantilla positions • A mechanism for HRH sharing within the Health Care Provider Network • Creation of plantilla positions for HRH • Learning and development plan/ intervention	TBD	DOH (lead) DILG LGUs	
	National and Local	Include the programs, projects, and activities in the Local Investment Plan for Health of the provinces or the highly urbanized cities/ independent component cities.	Programs, projects, and activities in the HRH plan included in the Local Investment Plan for Health	TBD	DOH (lead) LGUs	
	National and Local	Create permanent plantilla position/s for health and non-health positions based on gaps/ needs identified.	Plantilla position/s for health and non-health positions	TBD	LGUs	
	National and Local	Prioritize IP applicants for the Pre-Service Scholarship Program for Priority Health and Allied Health Courses (Midwife/ Med Tech/Pharmacy courses).	IPs with Pre-service scholarship for priority health and allied health courses	TBD	DOH (lead) DILG LGUs	
	National and Local	Prioritize IP applicants for the Medical Scholarship Return Service (MSRS) Program.	IPs granted with Medical Scholarship Return Service	TBD	DOH (lead) DILG LGUs	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
	National and Local	Implement the following: • Unified Student Financial Assistance with Indigenous Cultural Communities/ Indigenous Peoples (ICCs/IP) prioritization • Merit Scholarship Program open for ICCs/IPs • In-service Scholarship Program open for ICCs/IPs	Unified Student Financial Assistance, Merit Scholarship Program, and In-service scholarship for ICCs/IPs	TBD	DOH (lead) DILG LGUs	
	National and Local	Implement the HRH Deployment Program with prioritization of ICCs/IP areas and GIDA for HRH deployment.	Health personnel deployed to ICCs/IP areas and GIDAs	TBD	DOH (lead) DILG LGUs	
	National and Local	Advocate implementation of RA 7883 (Benefits and Incentives for BHWs as the key coverage of the said Law) and timely provision of all appropriate benefits within the unique circumstances of BHWs (e.g. provision of Health Emergency Allowance).	Advocacy campaigns on the implementation of RA 7883	TBD	DOH (lead) DILG LGUs	
	National and Local	Strengthen the utilization of barangay health workers (BHW) Connect (National Barangay Health Workers Registry System, NBHWRS) as basis in planning for the continuing development of BHWs.	Legislations strengthening the utilization of BHW Connect (NBHWRS) as basis in planning	TBD	DOH (lead) DILG LGUs	
TPOA No. 10: Providing health infrastructure in GIDAs						
2024-2028						
Improved the quality and accessibility of healthcare facilities (i.e., Barangay Health Stations [BHS], primary care facilities [PCFs] and hospitals)	National and Local	Implement the Philippine Health Facilities Development Plan (PHFDP) 2020-2040	• BHS-to-barangay ratio • Number of provinces/cities with PCF within 30 minutes • Hospital bed-to-population bed ratio • Number of provinces/cities with hospitals accessible within one hour • Percent of provinces with adequate bed-to-population ratios • Percent of provinces with adequate PCFs	TBD	DOH (lead) DILG DPWH LGUs	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
	National	Establish operational health stations and community hospitals through the ASDMP implementation.	Increased number of operational health stations and community hospitals in mining host and neighboring communities	Annual	DENR-MGB Private sector (mining companies)	**Constraints:** • Target is only identified host and neighboring barangays • Private funds only **Mitigating:** • Explore discussions on expanding target barangays. • Improve monitoring and audit activities of the MGB.
TPOA 11: Intensifying implementation of employment programs for marginalized sectors (youth, women, persons with disabilities, senior citizens, informal sector workers, and IPs)						
2024-2028						
Expanded the entrepreneurship and employment assistance to accommodate more participants from marginalized groups	Local	Develop online learning modules under the DOLE Labor and Employment Education Services (LEES) compliant with web accessibility guidelines (based on DICT issuance). • LEES can be part of the NCDA Online Learning System.	Updated LEES webpage (compliant with web/web content accessibility guidelines) *(in compliance with DICT Memorandum Circular No. 2017-004)*	TBD	DOLE (lead) NCDA DTI	<u>On developing online modules</u> **Risks:** • Insufficient IT competency within the agency • Lack of budget for redesigning the development of the webpage • Discrimination, lack of engagement, data privacy, and confidentiality issues • The modules are not in accessible format. **Mitigating:** Partnership of the responsible agencies in ensuring compliance with accessibility guidelines (e.g., DICT conduct of Web Accessibility Audit) <u>On providing entrepreneurial training for PWDs</u> **Risks:** • Failing to conduct an adequate training needs assessment to address the specific requirements of the PWDs • Discrimination • Exclusion • Data privacy and confidentiality issues • Lack of engagement • Lack of disability support services (Specific Language Impairment, captioning, digital format)

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
	National	Provide entrepreneurial training and skills development for youth, women, and persons with disabilities.	Entrepreneurial training for youth, women, and persons with disabilities	TBD	DOLE DTI NCDA	**Mitigating:** Provision of appropriate disability support services for persons with disabilities (SLI, close captioning, digital format, accessible training rooms and place) <u>On updating websites</u> **Risks:** • Ineffective communication about new programs, events, or service • Low engagement rate, as users may find the site unappealing, difficult to use, or irrelevant to their needs. **Mitigating:** Aggressive promotion/ information to the public by the concerned agency through social media, etc.
	National	Conduct IEC campaign to raise awareness on the trainings and services offered by DTI that are available for persons with disabilities. • Update websites with comprehensive information on training programs and services for persons with disabilities and youth. • Develop a dedicated section on the website that provides comprehensive information about the accessibility features of shared service facilities.	IEC campaign on trainings and services offered by DTI for persons with disabilities Website with comprehensive information on training programs and services for persons with disabilities and youth; and information about the accessibility features of shared service facilities	TBD	DOLE DTI NCDA	
	National	Develop program/s that facilitate/s the transition of informal sector workers, including persons with disabilities, to formal employment.	Programs on transition of informal sector workers (including persons with disabilities) to formal employment	TBD	DOLE (lead) DTI NCDA	**Risk:** Mismatch of skills and employment opportunities **Mitigating:** • Aligning training programs with market demands and conduct regular labor market assessments. • Collaborate with industry players to shape curricula.
	National	Ensure enforcement of RA 10524 (Magna Carta for Persons with Disability), highlighting the adoption of the reservation of at least 1% of all positions in government agencies for persons with disabilities.	Reserved 1% of all government positions for persons with disabilities	Annual reporting	CSC (lead) NCDA	
	National	Provide free review sessions for persons with disabilities interested to take the civil service exam.	Free review sessions on civil service exam for persons with disabilities	Semi-annual (depending on the exam schedule)	NCDA (lead) CSC	
Enhanced incentives for employers to hire young persons, persons with disabilities, and senior citizens	National	Revisit the Magna Carta for Disabled Persons or RA 7277 and the Expanded Magna Carta or RA 10524 to enhance incentives for businesses to employ persons with disabilities, and to promote disability-inclusive workplaces.	Policy recommendation on enhanced incentives for businesses (e.g., the tax deduction from RA 7277, including guidelines on making workplaces disability-friendly; and on Expanded Magna Carta or RA 10524)	TBD	DOLE DTI NCDA BIR	**Risks:** • Non-adoption of the policy recommendation by the legislature • Pushback from employers on adopting guidelines for disability-friendly workplaces (due to cost) • Resistance from private employers or lack of inclusive hiring policies

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
						Mitigating: • Promote the concept of Social Enterprises (Doing Good and Doing Business). • Form a group of different social enterprises that will promote social impact-driven companies (Mentorship Networks).
	National	Conduct consultations with employers on competency requirements and whether K-12 program is responsive. • Approved policy • Development of modules • Capacity building for employees • Development of self-assessment tools • Roll out of the policy and training of trainers • Awareness-raising activities	One policy recommendation on enhancing employability of K-12 graduates • Number of collaborative initiatives launched to promote inclusive employment practices • Retention rates of employees from marginalized groups • Number of training sessions conducted on diversity, equity, and inclusion (DEI) for staff	2024-2027	DepEd (lead) DOLE DTI NCDA	**Risks:** • Non-adoption of policy recommendation (e.g., by legislators, if K-12 Law will need amendment) • Delayed approval of the policy • Limited availability of necessary materials and technology can constrain project scope and quality. • Stringent procurement rules can lead to delays and inefficiencies. • Low participation of employers • Resistance to hiring K-12 graduates • Mismatch between employers' expectations and educational outcomes **Mitigating:** • Engage industry associations (Chamber of Commerce, Employers Federation of the Philippines). • Align consultations with TESDA, DepEd, and CHED to revise curriculum content based on feedback. • Establish upskilling programs through partnerships between schools and industries.

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
	National	Align developmental objectives for basic, higher education, TVET, and professional development based on labor market requirements.	Higher employment rate of K-12, ALS, and TVET graduates	TBD	TESDA (lead) DSWD – NVRC/AVRC DOLE DepEd DTI NCDA	
	National	Develop modern and responsive TVET, apprenticeship, lifelong learning aligned with emerging trends or demands from the industry, including green skills and green jobs.	TESDA certification on priority sections	TBD	DepEd (lead) DOLE DTI NCDA TESDA	
	National	Align interventions with emerging trends or demands from the industry, including green skills and green jobs.	Higher employment rate of K-12, ALS, and TVET graduates	TBD	DepEd (lead) DOLE DTI NCDA	
	National	Increase innovation facilities in response to the Future of Work, Artificial Intelligence, and Fourth/Fifth Industrial Revolution.		TBD	DTI (lead) DOST DepEd DOLE NCDA	
	National	Intensify participation in employability programs.	Higher awareness of employers on employability of the youth, persons with disabilities, and senior citizens	TBD	DOLE (lead) DTI NCDA DepEd	
Provided skills training, technical internships, etc., to enhance employability of youth, women, and persons with disabilities	National and Local	Expand the Government Internship Program (GIP) for implementation across national and local governments (provides compensation to interns, maximizes their computer literacy, and increases employability of young people).	Increased number of youth beneficiaries under GIP	TBD	DOLE (lead) TESDA NCDA PCW LGUs	**Risks:** • Lack of qualified TVET trainers and assessors in GIDAs **Constraints:** • Limitations of scholarship funding • Some training institutions lack PWD-friendly facilities. **Assumptions***:* • Identification of target beneficiaries • Access to training providers • Availability of scholarship funds **Mitigating:** • Coordinate with partner agencies to identify target beneficiaries based on the Area-Based and Demand-Driven (ABDD) skills needs • TESDA to consider trainee profiling to prepare PWD's training requirements effectively.
	National	Increase TVET scholarships to youth, women, and persons with disabilities.	Increased employability of the youth, women, and persons with disabilities sector	Continuous	TESDA (lead) NCDA PCW	
	National	Expand/Upgrade Special Program for Employment of Students (SPES).	Increased number of SPES beneficiaries	Continuous	DOLE (lead) TESDA NCDA PCW	
	National	Expand/Upgrade JobStart program.	Increased number of JosbStart program beneficiaries	TBD	DOLE (lead) TESDA NCDA PCW	
	National	Increase apprenticeship or enterprise-based training (EBT) among firms.	• Increased establishments with apprenticeship program • Increased number of graduates from EBT programs	TBD	TESDA (lead) DOLE NCDA PCW	

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
	National	Continue offering competency-oriented training sessions.	• Competency-oriented training sessions • Young persons, persons with disabilities, and senior citizens trained on relevant employment competencies	TBD	TESDA (lead) DOLE NCDA PCW	
						• Conducted a thorough assessment of training facilities to identify and address physical/architectural barriers for PWDs.
Established partnership between technical-vocational schools and private sector to ensure employment of assessed and certified students, particularly the youth and persons with disabilities	National	Forge partnerships with enterprises and other private partners to provide technical-vocational skills training and certification to certified students, particularly the youth and PWDs.	Signed Memorandum of Understanding (MOUs)/ partnership agreements between technical-vocational institutions and private sector on technical-vocational skills training and certification to certified students, particularly the youth and persons with disabilities	TBD	NCDA (lead) TESDA DOLE DSWD-NVRC	**Risk:** • Companies may be reluctant to engage in partnerships due to perceived challenges in hiring persons with disabilities or the cost of implementing inclusive programs. • Stereotypes and discrimination against persons with disabilities **Mitigating:** • Implement Disability Sensitivity Awareness and Training for company staff. • Encourage inclusive hiring policies.
	National	Strengthen linkages and collaboration among government and industry associations, enterprises, youth organizations, Public Employment Service Office (PESOs), job placement offices, and social partners to emphasize shared responsibility in promoting, implementing, and monitoring employment, skills, labor standards, and professional development policies and strategies, and fully supporting the innovation centers.	Signed MOA for collaboration among government, industry associations, PESOs, and youth organizations to promote and monitor employment and skills development	TBD	DOLE (lead) TESDA DSWD - National Vocational Rehabilitation Center LGU	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
Allocated budget for Senior Citizens Action for Development and Nation Building (SECADNA) project allocated	National	Implement and establish Livelihood and Volunteerism track(s) (to engage capable and willing senior citizens). The crafting of guidelines for the tracks are subject to approval.	Established Livelihood and Volunteerism track(s)	TBD	NCSC (lead) Philippine National Volunteer Service Coordinating Agency	**Risks:** • Budget constraints • Limitation of public and private enterprise partnerships and opportunities **Mitigating:** • Organize policy advocacy. • Forge collaborative tie-ups with both public and private groups.
	National	Provide and conduct capacity-building activities (on various nation-building engagements).	Capacity-building activities (on various nation-building engagements)	TBD	NCSC	
TPOA 12: Providing access to livelihood opportunities to farmers, fisherfolks, forest workers, small-scale miners, and IPs						
2024-2028						
Mainstreamed climate change mitigation, adaptation, and disaster risk reduction and resiliency in agricultural programs in the government	National	Enhance National Resources Management (NRM) for Value Chains and Resilience through the Value-chain Innovation for Sustainable Transformation in Agrarian Reform Communities Project – Ecosystem Planning, Protection and Enhancement Component (VISTA) (Coverage: CAR and Region XII): • Water source protection through SALT/Agroforestry/EP • Forest ecosystem and conserving biodiversity within the sub-catchments • Reforestation with assisted natural regeneration and enrichment planting • Enrichment planting with coffee, cacao, and others • Investments on NRM-related infrastructures • Investments on small-scale irrigation • Response to emergency and disaster	• Number of hectares supported for agroforestry activities • Number of hectares supported for community-level forestry • Length of slope protection works provided to sloping farmlands • Number of small farm reservoirs provided • Length of streambank protected and stabilized • Rainwater capture tank provided to poor households • CIS (Communal Irrigation System) rehabilitated • Communal Irrigation Project constructed • Pipe irrigation scheme provided • Persons provided with climate information services	2025-2030	DAR DA DENR-Forestry Management Bureau	**Risks:** The estimated physical targets on some SP types under VISTA design may not match with actual needs (either more or less) in the ARCs as identified in the SIPs **Mitigating**: Re-confirm actual needs of VISTA-covered ARCs during implementation in the first half of the project period and recalibrate targets and scope of SP types during the Mid-Term Review (MTR) to fit requirements to actual field condition.

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Created opportunities for the participation of primary producers (i.e., farmers and fisherfolk and vulnerable groups women, indigenous peoples, and youth) in the value-adding of agricultural and fisheries products	National	Conduct the following: • Farm Business School (FBS) as a learning program that enables farmers and rural agricultural entrepreneurs to develop business-oriented farming practices, highlighting the transition from subsistence farming to agribusiness, including how to add value to farm products • Training on basic crops production and management, product development, marketing, and promotion to equip farmers with the knowledge and skills to produce, process, and market high-value agricultural products • Youth Scholarship and Internship Program which encourages young Filipinos to engage in agriculture by providing hands-on training in modern farming techniques and entrepreneurial skills • Specialized Training for Women, IPs, and other vulnerable groups which will equip participants with skills in food processing, packaging, and marketing • Provide Digital Agriculture Programs that offer digital literacy training, which introduces farmers and agripreneurs to e-commerce platforms and digital tools for marketing their value-added products online • Certification and Enhancement of Learning Sites for Agriculture aims to develop learning sites as model farms that	Training and other related activities conducted	FY 2024 and subsequent years	DA DAR	**Risk:** Limited access to resources (financial, technological, or digital) and cultural barriers may prevent farmers, youth, women, and marginalized groups from fully participating in and benefiting from value-adding training programs and agribusiness opportunities. **Mitigating:** Provide support through subsidies, access to financing, and community-based partnerships to offer tools, technologies, and culturally appropriate training, while providing facilities (e.g., processing hubs, internet centers) to ensure inclusive access and participation

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
		demonstrate how agriculture can be a bankable and viable enterprise by adopting good and appropriate farming practices and strategies, while also serving as venues for training and other capacity-building activities.				
	National	Implementation of Value-Chain Commercialization Financing Instruments • Start-up grants • Grant financed revolving funds • Matching grants • Performance-based grants	• Rural producers accessing production inputs and/or technological packages • Persons trained in production practices and/or technologies • Number of farms receiving standard certifications (i.e. GAP) • Rural producers' organizations supported • Supported rural producers that are members of a rural producers' organization • Rural producers' organizations accessed Project Value-Chain in financing instruments • Persons in rural areas accessing financial services • Persons in rural areas trained in financial literacy and/or use of financial products and services • Rural enterprises accessing business development services • Rural producers' organizations accessing investment-matching grants • Provision of value chain-related infrastructure support	2025-2030	DAR DA DTI DOST	**Risk:** Delays in DAR allocation and Municipal Local Government Unit counterpart funds may also delay SP implementation on the ground **Mitigating Measures:** Ensure the availability of the counterpart funds through the conduct of annual review and planning session with DAR and participating MLGUs prior to the budgeting exercise for the succeeding year of implementation.

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
TPOA 13: Determining minimum wages sufficient for decent standard of living of families in urban and rural areas						
2024-2028						
Conducted research study on living wages	National	Conduct survey on living minimum wages across the country.	Updated policy on setting of minimum wage	TBD	NWPC (lead) DOLE	**Risks:** • Availability of consultant • Timeline of the study needs careful consideration to ensure relevance, particularly given the continued increase in prices • Reception of the results of the tripartite system (labor, employer, government) **Mitigating:** TBD
TPOA 14: Prioritizing areas for increase in budget allocation and expansion of coverage of social protection						
2024-2028						
Achieved yearly target on percentage of self-sufficient 4Ps household beneficiaries	National	Implement the social case management.	Social Case Management System	Annual	DSWD	
	National	Conduct Case Referral.	Case Referral System	Continuous (2% yearly)	DSWD	
	National	Coordinate and partner with stakeholders.	Memoranda on coordination and partnership with stakeholders	Continuous	DSWD	
Developed a single system of classification for targeting beneficiaries of the government's poverty alleviation programs and projects to ensure that programs reach the intended beneficiaries	National and Local	Conduct inter-agency meetings among agencies that have poverty alleviation programs (e.g., NAPC, DSWD, etc.) and data collection initiatives (e.g. PSA, LGUs) to discuss and agree on developing a single system for targeting of beneficiaries.	Inter-agency meetings among agencies that have poverty alleviation programs	TBD	DSWD (lead) NAPC PSA DILG LGUs NGAs	**Risks:** • Patronage politics affecting willingness to adopt CBMS/a single system for targeting beneficiaries • Lack of DPO and DPS which results to non-transfer of CBMS results • Data security **Mitigating:** Assignment of data protection officers data processing system by LGUs
	National and Local	Generate listing of potential beneficiaries of poverty program from CBMS.	List of potential beneficiaries of poverty program from CBMS	2025	DSWD (lead) NAPC PSA DILG LGUs NGAs	
	National and Local	Capacitate LGUs to use CBMS for poverty program.	Capacity-building activities for LGUs on the use of CBMS for poverty program	TBD	PSA (lead) NAPC DILG LGUs NGAs DSWD	

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Conducted Impact Evaluation Study of 4Ps (to determine how the program contributed to breaking intergenerational poverty at the family and community level)	National	Complete the conduct of the Impact Evaluation on 4Ps.	Impact evaluation report released	2025	Philippine Institute of Development Studies (PIDS) (lead) NEDA DSWD	
Increased budget allocation and number of beneficiaries for Social Pension for Indigent Senior Citizens (SPISC) and Centenarian Benefit programs, beginning CY 2025, and 100% served by end of December 2025	National and Local	Enhance policies/ guidelines to serve 100% of potential beneficiaries for SPISC and Centenarian Benefit programs.	Guidelines for ensuring 100% coverage of potential beneficiaries for the SPISC and Centenarian Benefit Programs	TBD	NCSC (lead) DSWD LGUs	**Risks:** • Budget cuts • Political challenges **Mitigating:** • Advocate for a minimum 10% increase from the 2024 physical target. • Engage in continuous dialogue with political stakeholders.
	National and Local	Research and analyze demographic data to project future needs and justify the budget increase from 2025 and thereafter.	Research and analysis on the demographic data to project future needs	TBD	NCSC (lead) DSWD LGUs	
	National and Local	Engage with stakeholders on the advocacy of sectoral plan of action, including strategic plan.	Consultation sessions with stakeholders on the advocacy of sectoral plan of action, including strategic plan	TBD	NCSC (lead) LGUs	
	National and Local	Proper transition of programs and services for older persons from DSWD to NCSC	Guidelines on proper transitioning of programs and services for older persons from DSWD to NCSC	2025 – transition to NCSC 2026 – implementation	DSWD (lead) NCSC LGUs	
Provided preferential consideration in the funding allocation of the agency budget on poverty alleviation programs, including social protection programs such as 4Ps	National	TBD	TBD	TBD	DSWD (lead) NAPC	
Passed the Bill on Disability Support Allowance	National	Lobby for the passage of the Disability Support Allowance Bill, which will institutionalize and provide funding for: • Gathering data and analysis of persons with disabilities with severe to mild cases • Development of the Disability Data Management System • Formulation of policy guidelines	Meetings and other lobbying activities conducted	By end of 20th Congress	NCDA	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
TPOA 15: Adopting policies and mechanisms on increasing access and affordability of clean water for the marginalized communities						
2024-2028						
Passed the Bill on establishing the National Framework for Water Resource Management and creating the Department of Water Resources and the Water Regulatory Commission	National	Lobby for the passage of the bill to the Congress.	Passed bill on establishing the National Framework for Water Resource Management and creating the Department of Water Resources and the Water Regulatory Commission	By end of 20th Congress	NEDA (lead) DENR-WRMO Local Water Utilities Administration (LWUA) NWRB	**Risk:** Adverse public opinion **Mitigating:** Support from the private sector and civil society
Conducted research mapping of populations with access to water and sanitation	National	Create the Listahanang Tubig (listing of all water service providers and population served).	Database created as a result of the Philippine Ecosystem and Natural Accounting System (PENCAS)	Continuous	DENR-WRMO (lead) LWUA NWRB LGUs DPWH DOH Local Water Districts	**Risk:** Duration of completion of the accounting system of the PENCAS **Mitigating:** Support from the academe, CSOs, and other agencies
	National	Issue the Guidelines for the Policy on Sanitation to be regulated by NWRB.	Policy guidelines	TBD	NWRB	
Increased government investment in adaptive technology/ infrastructure	National	Provide the right species of seedlings to farmers (i.e., climate resilient, non-water intensive, and noninvasive) to reduce the use of water	Climate resilient, non-water intensive, and noninvasive species of seedlings	TBD	DENR-WRMO	
TPOA 16: Improving climate- and disaster-resiliency of marginalized and vulnerable communities						
2024-2028						
Mainstreamed climate change mitigation, adaptation, and disaster risk reduction and resiliency in agricultural programs of the government	National and Local	Maximize the Organic Agriculture (OA) Act in mitigating climate change by: • Streamlining roles and responsibilities of concerned agencies in the promotion of OA; • Intensifying training and capacity building of OA focal persons and members in promoting OA; and	• Number and percentage of farmers and fisherfolks implementing sustainable practices • Streamlined implementation of OA program, project, and activities per concerned agency mandate	TBD	DA (lead) TESDA	**Risk:** Unavailability of trainors for the capacity-building activities **Assumption:** Trainors have other work commitments that do not coincide with the number and schedule of trainings. **Mitigating measure***:* Create regional teams to ensure availability of trainers.
		• Providing technical assistance to farmers and other agri-fishery producers to comply with the organic agriculture-related Philippine National Standards (PNS) and regulations (i.e. organic certification).	• Increased number of well-trained OA program implementers at the regional, provincial, and municipal levels • Increased number of certified organic farms and other production systems • Identifies model areas devoted for the conduct of long-term research			

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
	National and Local	Promote the conduct of a research program focused on the impacts of OA on climate change mitigation, integrating data science and predictive modeling.	• Identified model areas devoted for the conduct of long-term research • Comprehensive database developed on organic agriculture's contribution to mitigating climate change, including soil health, carbon sequestration, and reduced greenhouse gas emissions, through simulative studies • Policy recommendations formulated based on research findings to justify future public investments in OA, emphasizing climate-resilient agriculture data science to forecast the long-term environmental benefits of expanding OA • Capacity building conducted in data science and predictive modeling within agricultural research institutes to enhance the quality of organic agriculture climate-related research • Identified site-specific predictive models that leverage		DA (lead) Academic institutions Research agencies	**Risks/Constraints:** • Insufficient funding or resource allocation for long-term, large-scale national research • Limited availability of historical data on OA practices and their environmental impacts • Slow adoption of research outputs by policymakers due to the complexity of the data or lack of understanding of its significance • Localization of research outputs in major dialects **Assumption:** Strong commitment and collaboration
	Local	Promote an integrated and sustainable OA production management system.	Increased awareness of the principles of OA, specifically on diversified cropping rotations, soil conservation, and nutrient cycling of farm wastes	TBD	DA LGUs	**Risks:** • Lack of awareness of producers on the importance of organic agriculture-related Philippine National Standard (PNS) and regulations • Low appreciation of producers on the role of OA in mitigating climate change **Assumption:** Different interpretation and understanding on existing organic agriculture-related PNS and regulations

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
						Mitigating: Additional awareness seminar on organic agriculture-related PNS and regulations in municipalities and barangays
	National	Development of decision-support tools for investment planning and programming under the DA Adaptation and Mitigation Initiative in Agriculture (AMIA) Program	Six million farmers and fisherfolks with access to climate information and services	Q4 2027	DA	**Risk:** Budget constraints **Assumption:** GAA approved as proposed **Mitigating:** Generate resource from other climate financing sources
Formulated risk-based regulation for hospitals and government health facilities to address future health consequences brought by climate crisis	National and Local	Develop Local DRRM of Health (DRRM-H) Plans.	LGUs with developed and approved Local DRRM-H Plans	TBD	LGUs (lead) DOH NDRRMC OCD	
Documented farming practices that mitigate the impact of climate change in partnership with CSOs/NGOs, and strengthened said farming practices	National	Support (through infrastructure and training programs) and adopt resilient farming practices.	Optimized farming practices that use minimal resource but with high yields	2024-2028	DA (lead) CCC	
Institutionalized Risk-Informed and Evidence-Based School Infrastructure, DRMM, Climate Change Adaptation and Mitigation (CCAM), and Education in Emergencies Planning and Programming	National	Develop PlanSmart for Safe Schools Web Application	• Number of schools with developed Contingency Plans using the PlanSmart for Safe Schools App • Number of developed Contingency Plans using the PlanSmart for Safe Schools App	Q3 (2024)	DepEd (lead) DOST	**Risk:** Transition of DepEd leadership
Institutionalized Nexus Approach in delivering basic education services, including challenges in the implementation of major programs to address the needs of learners	Local	Establish DepEd-CO MATATAG Center	• Number of MATATAG Centers established • Number of offices included in the DepEd-CO MATATAG Center	Q4 (2024)	DepEd	**Risk:** Challenges in the procurement
Issued Policy on Climate Change Expenditure Tagging (CCET) at DepEd	National	• Update of draft policy to align to current process as per CCET Helpdesk • Review of changes to draft policy based on 1st and 2nd Consultation Meetings conducted	Updated policy on CCET	Q1 (2025)	DepEd	

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Developed crises contingency plan (per hazard) by all schools	National	Conduct capacity building to school DRR coordinator in conducting and developing contingency plan.	• Number of schools with developed contingency plan • Number of DRR Coordinator capacitated in developing contingency plan	Q4 (2025)	DepEd	
Developed DRRM policy aimed at institutionalizing disaster resilience	National	• Coordinate with Office of Civil Defense and Philippine Disaster Resilience Foundation on the finalization of DepEd Central Office (CO) Public Service Continuity Plan (PSCP). • Revisit Draft PSCP. • Consult with different offices.	Developed PSCP	Q4 (2025)	DepEd	
Developed Policy on the CCAM Framework in Basic Education Sector aiming to make all schools the center of climate change education and action, ensuring that learners and personnel are climate change literate and proactive, leading to resilient and sustainable communities	National	Review the existing international and national policies and frameworks relevant to CCAM, aiming to make all schools the center of climate change education and action; ensuring that learners and personnel are climate change literate and proactive, leading to resilient and sustainable communities • Creation of Technical Working Group (TWG) for CCAM Framework • Conducted of TWG Convergence Workshops for CCAM Framework Guidelines • Conducted of series of consultation workshops on the draft CCAM Framework Guidelines (including learners and personnel)	Issued policy on the CCAM Framework in Basic Education Sector	Q4 (2026)	DepEd	
Institutionalized DPRP Implementing Guidelines	National	Workshop/Writeshop on gathering of inputs from the concerned offices	Institutionalized DPRP Implementing Guidelines	Q3 (2028)	DepEd	
Promoted Spirit of Volunteerism to Personnel and Learners: An Approach to Develop Disaster Preparedness and Response Volunteer	National	Conduct first visit to schools with teaching and non-teaching personnel and learners who had a sense of volunteerism.	Number of Disaster Preparedness and Response Volunteer for teaching and non-teaching personnel and learners Developed policy	Q4 (2028)	DepEd	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
Established MATATAG Center Resiliency and Well-being of Learners and Personnel	National	• Commence the Procurement on the establishment of MATATAG Center (Building and Auxiliary Components) in DepEd Central Office. • Finalize the technical specifications and Terms of Reference of IT equipment and system of DepEd CO MATATAG Center IT component. • Conduct workshop on the finalization of the Standard Operating Procedures and Guidelines. • Develop draft policy on the establishment of DepEd CO MATATAG Center.	Established MATATAG Center (Emergency Operation Center)	Q4 (2028)	DepEd	**Risk:** Change of leadership
Developed Response Operations Manual for Easier Access to Legal References	National	Review the existing Response Operations protocol.	Issued policy on response operations manual Response operations manual provided to all offices	Q4 (2028)	DepEd	
Advocating for increase in the regular allocation for annual social safety nets to mitigate the effects of crisis situations and natural disasters						
2024-2028						
Increased absorptive capacity of LGUs for prepositioning of food and non-food packages	National and Local	• Scale up the implementation of Central Emergency Response Fund (CERF)-AA (Anticipatory Action). • Implement the Building on Social Protection for Anticipatory Action and Response in Emergencies and Disasters (B-SPARED) Project.	Operational communication plan to responsible agencies for the implementation of CERF-AA (Anticipatory Action)	As needed	DSWD (lead) NDRRMC DBM DILG DOLE PCW NAPC NCIP LGUs CCC	**Risk:** Poor coordination between DSWD, regional warehouses, and LGUs could lead to inefficiencies in prepositioning efforts. **Mitigating:** • Establish robust communication systems between DSWD, regional warehouses, and LGUs to ensure clear coordination and avoid delays. • Developed contingency plans to handle disruptions due to natural disasters, including alternative storage sites and backup logistics.

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/ Assumptions and Mitigating Measures
	National and Local	Scale up capacity-building activities for LGUs and communities to access climate finance, including the People's Survival Fund (PSF).	• Capacity-building activities for LGUs and communities on accessing climate finance, including PSF • Community awareness initiatives to educate and engage climate-vulnerable groups on disaster preparedness and the role of prepositioned supplies	TBD	DBM (lead) DOF OCD NDRRMC DSWD DILG DOLE PCW NAPC NCIP LGUs CCC DOF	
Scaled up the mobilization of sustainable finance from public and private sources	National	• Provide risk insurance to hazard-prone communities and highly vulnerable sectors such as micro, small, and medium enterprises, and small-scale farmers and fisherfolks, forest workers, and small-scale miners. • Streamline internal government processes to enhance access to international climate and environmental financing.	• Risk insurance to hazard-prone communities and highly vulnerable sectors (e.g. micro, small, and medium enterprises, and small-scale farmers and fisherfolks) • Streamlined internal government processes on international climate and environmental financing	TBD	DA (lead) NDRRMC CCC DENR DTI DILG	

SECTION 7: INTER-CHAPTER LINKAGES

Given the cross-cutting nature of Chapter 2, its TPOAs naturally overlap with the programs outlined in other chapters of the PHRP4. This interconnectedness fosters a holistic approach to addressing diverse issues. Specifically, several TPOAs align closely with Chapter 3 (Empowering Filipino Women and Building their Capacities for Sustainable Development), Chapter 5 (Equalizing Opportunities for Children, Youth, and Adults with Disabilities), and Chapter 6 (Recognition of the Rights and Freedoms of Indigenous Peoples with Respect for their Customs, Traditions, and Cultural Identity).

The matrix below details these inter-chapter linkages, showcasing how collaborative efforts across various sectors can enhance the effectiveness of the TPOAs, ultimately promoting inclusive growth and sustainable development for all marginalized groups.

MATRIX NO. 2: INTER-CHAPTER LINKAGES

Identified Chapter	HRIAC/s	Thematic Objective	Joint Thematic Programs of Action (TPOAs)/Component/s	Accountable Agencies
Chapter 3	HRIAC 1: Eliminate gender pay gap, enhance the enabling environment for women economic empowerment, and promote and ensure significant progress is achieved in reducing, recognizing, representing, and redistributing unpaid care work	Thematic Objective B	TPOA 1.1: Facilitate the transition of workers and economic units from the informal to the formal economy (Chapter 3) TPOA 11: Intensifying implementation of employment programs to accommodate marginalized sectors (youth, women, persons with disabilities, senior citizens, workers in the informal sector, and IPs) (*Plan of Work:* Develop program/s that facilitate/s the transition of informal sector workers, including persons with disabilities, to formal employment) (Chapter 2)	DOLE DTI NCDA CSC
Chapter 5	HRIAC 4: Low compliance with web accessibility standards by government agencies	Thematic Objective A	TPOA 4: Employ stricter measures to ensure full compliance by government agencies with web accessibility standards (Chapter 5) TPOA 11: Intensifying implementation of employment programs to accommodate marginalized sectors (youth, women, persons with disabilities, senior citizens, informal sector workers, and IPs) (*Plan of Work*: Develop online learning modules under the DOLE Labor and Employment Education Services [LEES] compliant with web accessibility guidelines [based on DICT issuance])	DOLE NCDA DICT
	HRIAC 5: Low level of awareness and readiness among employers, both private and public, as to the viability and sustainability of employing persons with disabilities	Thematic Objective A	TPOA 5: Increase level of awareness and readiness of employers to foster the hiring of persons with disabilities and the provision of reasonable accommodation to ensure their continued employment and the maximization of their potential. (Chapter 5)	

Identified Chapter	HRIAC/s	Thematic Objective	Joint Thematic Programs of Action (TPOAs)/Component/s	Accountable Agencies
Chapter 5			TPOA 11: Intensifying implementation of employment programs to accommodate marginalized sectors (youth, women, persons with disabilities, senior citizens, workers in the informal sector, and IPs) (*Performance Target:* Incentives for employers to hire young persons, persons with disabilities, and senior citizens enhanced) (Chapter 2)	
	HRIAC 6: Inadequate social protection for persons with disabilities to foster independent living	Thematic Objective B	TPOA 6: Increase social protection for persons with disabilities and institute policies and programs that promote independent living. (Chapter 5) TPOA 14: Prioritizing areas for increase in budget allocation and expansion of coverage of social protection (*Performance Target:* Bill on Disability Support Allowance passed) (Chapter 2)	DSWD NCDA

Identified Chapter	HRIAC/s	Thematic Objective	Joint Thematic Programs of Action (TPOAs)/Component/s	Accountable Agencies
	HRIAC 10: Persons with disabilities remain to be one of the most vulnerable groups in cases of disaster	Thematic Objective B	TPOA 10: Mainstream disability-inclusive disaster risk reduction and management (Chapter 5) TPOA 16: Improving climate- and disaster-resiliency of marginalized and vulnerable communities (Chapter 2)	LGUs NDRRMC CCC
Chapter 6	HRIAC 4: Challenges hindering the holistic development and sustainable management of indigenous communities' ancestral domains. These challenges affect the formulation of ICCs/IPs of their Ancestral Domain Sustainable Development Plan , MOA/MOU/Memorandum of Cooperation for the protection and development of their ADs/ALs, and access to and/or availability of socioeconomic and cooperative programs	Thematic Objective A	TPOA 3: Facilitate access to socioeconomic programs and cooperative systems that support the holistic development of indigenous communities, focusing on livelihood enhancement, education, healthcare, and infrastructure development (Chapter 6) TPOA 9: Ensure full implementation of the National Human Resources for Health Masterplan 2020-2040 (Chapter 2) TPOA 10: Provide infrastructure to improve access to health services in GIDAs (Chapter 2) TPOA 11: Intensify implementation of employment programs to accommodate marginalized sectors (youth, women, persons with disabilities, senior citizens, workers in the informal sector, and IPs) (Chapter 2)	DOH DILG LGUs DOLE DTI NCDA CSC
	HRIAC 7: Violation of Rights of Displaced Individuals/Communities	Thematic Objective A	TPOA 1: Establishment of inter-agency mechanism to address displacement (Chapter 6) TPOA 1: Increasing access of ISFs, displaced families, underprivileged and the homeless to affordable, livable, and climate-resilient housing that is accessible to livelihood opportunities (Chapter 2)	DHSUD LGUs NHA SHFC
			TPOA 2: Establishment/Strengthening data management systems (Chapter 6) TPOA 1: Increasing access of ISFs, displaced families, underprivileged and the homeless to affordable, livable, and climate-resilient housing that is accessible to livelihood opportunities (*Performance Target:* Inventory of the number of ISFs, homeless, and the underprivileged completely undertaken and corresponding information database system established) (Chapter 2)	DHSUD DILG DSWD LGUs
	HRIAC 1: Recalling its reporting guidelines, the Committee recommends that the State party establish a system to systematically collect comprehensive data, based on the principle of self-identification, on socioeconomic indicators, disaggregated by geographic location, sex, gender, age, and ethnic or national origin, including on non-citizens, to enable the Committee to better evaluate how different groups living in the State party exercise their rights under the Convention. The Committee invites the State party to make these statistics publicly available and to include them in its next periodic report	Thematic Objective B	TPOA 1: Establish a systematic method to collect comprehensive data on socioeconomic indicators and ensure that collected data are disaggregated by various demographic factors, such as geographic location, sex, gender, age, ethnic or national origin, and citizenship status. (Chapter 6) TPOA 5: Sustain the data disaggregation of census of households and the Community-Based Monitoring System (CBMS) to include data on marginalized sectors. (Chapter 2)	PSA LGUs DILG NCIP

SECTION 8: LINKAGES WITH OTHER DEVELOPMENT PLANS

The programs indicated in this chapter are designed to advance the economic, social, and cultural rights of the marginalized sectors, aligning with various national and international development plans including the PDP 2023-2028 and the 2030 Agenda on Sustainable Development and its 17 SDGs. This chapter integrates closely with key sections across the PDP 2023-2028, specifically, Subchapter 2.1 (Boost Health); Subchapter 2.2 (Improve Education and Lifelong Learning); Subchapter 2.3 (Establish Livable Communities); Subchapter 3.2 (Strengthen Social Protection); and Chapter 4 (Increase Income-Earning Ability); Chapter 12 (Expand and Upgrade Infrastructure); and Chapter 15 (Accelerate Climate Action and Strengthen Disaster Resilience).

Moreover, these national initiatives support several SDGs, including Goal 3 (Good Health and Well-being); Goal 6 (Clean Water and Sanitation); Goal 8 (Decent Work and Economic Growth); Goal 10 (Reduced Inequality); Goal 11 (Sustainable Cities and Communities); and Goal 13 (Climate Action). By aligning these programs with the PDP 2023-2028 and the SDGs, we aim to create a holistic framework that not only addresses immediate needs but also fosters long-term sustainable development and resilience for marginalized communities.

MATRIX 3: LINKAGES WITH OTHER DEVELOPMENT PLANS

Thematic Objective	Thematic Program of Action (TPOAs) No./ Components	Sector/s Involved	Contributions to Specific Sectors Covered by the Other Development Plans		
			SDGs	PDP	NAP-WPS, etc.
Thematic Objective A	TPOA 1: Increasing access of ISFs, displaced families, and the homeless to affordable, livable, and climate-resilient housing that is accessible to livelihood opportunities	ISFs, displaced families, and the homeless	SDG 11 - Sustainable Cities and Communities	Subchapter 2.3 Establish Livable Communities	
Thematic Objective A	TPOA 2: Bolstering the implementation of existing laws and pursuing the passage of legislative measures to improve access to housing and implementation of housing programs	ISFs, displaced families, and the homeless	SDG 11 - Sustainable Cities and Communities	Subchapter 2.3 Establish Livable Communities	
Thematic Objective A	TPOA 3: Mobilizing private sector and government housing agencies to meet housing needs of ISFs and the homeless	ISFs, displaced families, and the homeless	SDG 11 - Sustainable Cities and Communities	Subchapter 2.3 Establish Livable Communities	
Thematic Objective A	TPOA 4: Expediting implementation of a gender-, age-, disability-, and culturally-inclusive PhilSys	IPs, persons with disabilities, senior citizens, youth, women	SDG 10 - Reduced Inequality	Subchapter 3.2 Strengthen Social Protection	
Thematic Objective A	TPOA 5: Sustaining the data disaggregation of census of households and the Community-based Monitoring System (CBMS) to include data on marginalized sectors	Marginalized sectors	SDG 10 - Reduced Inequality	Subchapter 3.2 Strengthen Social Protection	
Thematic Objective A	TPOA 6: Improving education and health-seeking behavior among low-income households with primary and secondary school-aged children	Children/Youth	SDG 10 - Reduced Inequality	Subchapter 2.1 Boost Health	
Thematic Objective A	TPOA 7: Providing climate-resilient infrastructure to improve access to schools of primary and secondary school-aged children, including children with disabilities	Children/Youth	SDG 10 - Reduced Inequality	Subchapter 2.2 Improve Education and Lifelong Learning	

Thematic Objective	Thematic Program of Action (TPOAs) No./ Components	Sector/s Involved	Contributions to Specific Sectors Covered by the Other Development Plans		
			SDGs	PDP	NAP-WPS, etc.
Thematic Objective A	TPOA 8: Providing financial assistance to deserving underprivileged school-aged children	Children/Youth	SDG 10 - Reduced Inequality	Subchapter 2.2 Improve Education and Lifelong Learning	
Thematic Objective A	TPOA 9: Ensuring full implementation of the National Human Resources for Health Masterplan 2020-2040	Health workers, persons in GIDAs, IPs	SDG 3 - Good Health and Well-being	Subchapter 2.1 Boost Health	
Thematic Objective A	TPOA 10: Providing health infrastructure in GIDAs	IPs, persons in GIDAs	SDG 3 - Good Health and Well-being	Subchapter 2.1 Boost Health	

Thematic Objective	Thematic Program of Action (TPOAs) No./ Components	Sector/s Involved	Contributions to Specific Sectors Covered by the Other Development Plans		
			SDGs	PDP	NAP-WPS, etc.
Thematic Objective B	TPOA 11: Intensifying implementation of employment programs to accommodate marginalized sectors (youth, women, persons with disabilities, senior citizens, informal sector workers, and IPs)	Youth, women, persons with disabilities, senior citizens, informal sector workers, and IPs	SDG 8 - Decent Work and Economic Growth	Chapter 4 Increase Income-Earning Ability	
Thematic Objective B	TPOA 12: Providing access to livelihood opportunities to farmers, fisherfolks, forest workers, small-scale miners, and IPs	Farmers, fisherfolks, forest workers, small-scale miners	SDG 8 - Decent Work and Economic Growth	Chapter 4 Increase Income-Earning Ability	
Thematic Objective B	TPOA 13: Determining minimum wages sufficient for decent standard of living of families in urban and rural areas	Minimum wage workers, low-income households	SDG 8 - Decent Work and Economic Growth	Chapter 4 Increase Income-Earning Ability	
Thematic Objective B	TPOA 14: Prioritizing areas for increase in budget allocation for expansion of coverage of social protection	Low-income households	SDG 10 - Reduced Inequality	Subchapter 3.2 Strengthen Social Protection	
Thematic Objective B	TPOA 15: Adopting policies and mechanisms on improving access and affordability of clean water for the marginalized communities	Senior citizens, persons with disabilities, and solo parents	SDG 6 - Clean Water and Sanitation	Chapter 12 Expand and Upgrade Infrastructure	
Thematic Objective B	TPOA 16: Improving climate- and disaster-resiliency of marginalized and vulnerable communities	Senior citizens, persons With disabilities, and solo parents	SDG 13 - Climate Action	Subchapter 2.3 Establish Livable Communities	
Thematic Objective B	TPOA 17: Advocating for increase in the regular allocation for annual social safety nets to mitigate the effects of crisis situations and natural disasters	Women and children, rural and urban poor, and indigenous peoples	SDG 13 - Climate Action	Subchapter 2.3 Establish Livable Communities	

SECTION 9: COLLABORATION AMONG GOVERNMENT ORGANIZATIONS, LOCAL GOVERNMENT UNITS, PRIVATE SECTOR, AND CIVIL SOCIETY ORGANIZATIONS

This section outlines the potential for collaboration among the government, the private sector, and CSOs. This matrix consists of the collaborative commitments articulated by CSOs during the inter-regional consultations held in major cities of Luzon, Visayas, and Mindanao, for the formulation of the PHRP4. These commitments illustrate the crucial role each sector plays in addressing the complex challenges faced by marginalized communities.

Importantly, this highlights that fulfilling the economic, social, and cultural rights of these groups requires not only a whole-of-government approach but also a whole-of-society strategy. Their combined efforts underscore that robust collaboration is essential for achieving sustainable and meaningful progress in providing the economic, social, and cultural rights of vulnerable populations.

MATRIX 4: COLLABORATION AMONG THE GOVERNMENT ORGANIZATIONS, LGUs, PRIVATE SECTORS, AND CSOs

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
2024-2028					
PT 2: Developed a single system of classification for targeting beneficiaries of the government's poverty alleviation programs and projects to ensure that programs reach the intended beneficiaries	TPOA 14: Prioritizing areas for increase in budget allocation for expansion of coverage of social protection	DSWD, NAPC, PSA, DILG, LGUs, NGAs, PIDS, NEDA,	Life Haven Center for Independent Living		Life Haven can provide technical assistance to develop and enhance the disability registry by making it available at LGUs.
PT 8: Bill on Disability Support		NCDA	Mabini Movement		Expressed support to join consultations and dialogue with NEDA and other partner agencies in formulating and lobbying for the passage of the Disability Allowance Bill

SECTION 10: CAPACITY-BUILDING PLAN FOR THE DUTY-BEARERS, NON-STATE DUTY-BEARERS, AND RIGHTS-HOLDERS OF THE 4TH PHILIPPINE HUMAN RIGHTS PLAN

NEDA and other focal agencies (FAs) are designated as duty-bearers and are involved in realizing the economic, social, and cultural rights of every individual living in the Philippines. To ensure the effective implementation of the chapter TPOAs, capacity-building needs to build the competencies and knowledge of FA were identified. These include the following:

1. Rights-based situation analysis;
2. Rights-based Role Analysis and Capacity Gaps Analysis;
3. Application of Human Rights Principles in different stages of PAPs;
4. Applying State Obligations (Respect, Protect, and Fulfill) in PAPs;
5. Applying Normative Content and Levels of Compliance in the implementation of PAPs; and
6. Rights-based indicators setting, monitoring and evaluation (M&E).

MATRIX 5: CAPACITY-BUILDING NEEDS OF THE FA/TWG/CLUSTER OF AGENCIES[45]

FA/TWG/CLUSTER AGENCIES	CAPACITY-BUILDING NEEDS					
	Rights-based Situation Analysis	Rights-based Role Analysis and Capacity Gaps Analysis	Applying HR Principles in Different Stages of Programs/Projects/ Activities	Applying State Obligations (Respect, Protect, and Fulfill in Programs/Projects/ Activities	Applying Normative Content and Levels of Compliance in Programs/Projects/ Activities	Rights-based Indicators Setting, Monitoring and Evaluation
National Economic and Development Authority	✓	✓	✓	✓	✓	✓
Department of Human Settlement and Urban Development	✓	✓	✓	✓	✓	✓

[45]Identify the agencies (under duty-bearer), POs/CSOs (under rights-holders), and private sector organizations (under non-state actors), then check the corresponding capacity-building needs.

FA/TWG/CLUSTER AGENCIES	CAPACITY-BUILDING NEEDS					
	Rights-based Situation Analysis	Rights-based Role Analysis and Capacity Gaps Analysis	Applying HR Principles in Different Stages of Programs/Projects/ Activities	Applying State Obligations (Respect, Protect, and Fulfill in Programs/Projects/ Activities	Applying Normative Content and Levels of Compliance in Programs/Projects/ Activities	Rights-based Indicators Setting, Monitoring and Evaluation
National Housing Authority	✓	✓	✓	✓	✓	✓
Social Housing Finance Corporation	✓	✓	✓	✓	✓	✓
Department of Environment and Natural Resources	✓	✓	✓	✓	✓	✓
Department of Interior and Local Government	✓	✓	✓	✓	✓	✓
Land Registration Authority	✓	✓	✓	✓	✓	✓
National Anti-Poverty Commission	✓	✓	✓	✓	✓	✓
National Commission of Senior Citizens	✓	✓	✓	✓	✓	✓
Philippine Statistics Authority	✓	✓	✓	✓	✓	✓
National Commission on Indigenous Peoples	✓	✓	✓	✓	✓	✓
National Council on Disability Affairs	✓	✓	✓	✓	✓	✓
Department of Social Welfare and Development	✓	✓	✓	✓	✓	✓
Department of Information and Communications Technology	✓	✓	✓	✓	✓	✓
Department of Health	✓	✓	✓	✓	✓	✓
Department of Education	✓	✓	✓	✓	✓	✓
Department of Public Works and Highways	✓	✓	✓	✓	✓	✓
Department of Transportation	✓	✓	✓	✓	✓	✓
Land Transportation Franchising and Regulatory Board	✓	✓	✓	✓	✓	✓
Commission on Higher Education	✓	✓	✓	✓	✓	✓
Department of Science and Technology	✓	✓	✓	✓	✓	✓
Technical Education and Skills Development Authority	✓	✓	✓	✓	✓	✓
Philippine Commission on Women	✓	✓	✓	✓	✓	✓
Philippine Institute for Development Studies	✓	✓	✓	✓	✓	✓
Department of Agriculture	✓	✓	✓	✓	✓	✓
Department of Agrarian Reform	✓	✓	✓	✓	✓	✓
Climate Change Commission	✓	✓	✓	✓	✓	✓
Department of Trade and Industry	✓	✓	✓	✓	✓	✓
National Disaster Risk Reduction and Management Council	✓	✓	✓	✓	✓	✓
Office of the Civil Defense	✓	✓	✓	✓	✓	✓

Continued mainstreaming of the HRBA in all stages of development planning and the enhancement of the capacities of all implementing agencies in monitoring their commitments in this Plan is included in the strategies of the PHRP4. Training programs on HRBA will strengthen the capacities of lead and focal agencies to address human rights issues and integrate human rights principles[46] in development planning. Meanwhile, the capacity of FAs in M&E and effective and efficient reporting of the status of the PAPs is also necessary. The FA should be equipped with knowledge on data collection, analysis, and reporting, as well as statistical literacy to gather national and sub-national levels of data. Given these, the priorities lined up for 2024-2028 are as follows:

MATRIX 6: TARGET TRAINING PROGRAMS: 2024-2028

PHRP4 Stakeholders	Training Areas	Target Quarter (2024-2028)
Treaty lead agency and focal agencies	Mainstreaming the HRBA in Development Planning	2025
	Monitoring, Evaluation, and Reporting	2025-2028

SECTION 11: PERIODIC MONITORING AND EVALUATION SYSTEM

To ensure that the outcome of Chapter 2 is met, NEDA, as the treaty lead agency, will lead the consolidation of the reports through the respective inputs of the FAs as implementing agencies. These agencies are the responsible agencies identified for each of the PTs.

SECTION 12: RESOURCE MOBILIZATION

The PAPs identified in the chapter will be implemented through the respective fund allocations of the focal agencies from the GAA. For unfunded PAPs, FAs will ensure that budgetary requirements will be included in the National Expenditure Program of the government in the succeeding years. The FAs may also consider exploring assistance from multilateral partners through official development assistance (ODA) and cost-sharing among the NGAs and LGUs. The government can also explore mobilizing private resources through public-private partnership or by engaging their technical assistance in the implementation of government PAPs.

MATRIX 7: BUDGET ESTIMATES AND FUND SOURCES

Thematic Program of Action No. (Component/s)	Budget Estimates	
	GAA (Agency Budget)	Local and Foreign Development/Funding Agencies/ Organizations
TPOA 1: Increasing access of ISFs, displaced families, underprivileged, and the homeless to affordable, livable, and climate-resilient housing that is accessible to livelihood opportunities	✓	
TPOA 2: Bolstering the implementation and pursuing the passage of legislative measures to improve access to housing and implementation of housing programs	✓	✓
TPOA 3: Mobilizing private sector and government housing agencies to meet housing needs of ISFs and the homeless	✓	✓
TPOA 4: Expediting implementation of a gender-, age-, disability-, and culturally-inclusive PhilSys	✓	

[46] The five human rights principles in HRBA are: 1) meaningful and inclusive participation and access to decision-making; 2) nondiscrimination and equality; 3) accountability; 4) rule of law for all; and 5) transparency and access to information supported by disaggregated data.

Thematic Program of Action No. (Component/s)	Budget Estimates	
	GAA (Agency Budget)	Local and Foreign Development/Funding Agencies/ Organizations
TPOA 5: Sustaining the data disaggregation of census of households and the Community-based Monitoring System (CBMS) to include data on marginalized sectors	✓	
TPOA 6: Improving education and health-seeking behavior among low-income households with primary and secondary school-aged children	✓	
TPOA 7: Providing climate-resilient infrastructure to improve access to schools of primary and secondary school-aged children, including children with disabilities	✓	✓
TPOA 8: Providing financial assistance to deserving underprivileged school-aged children	✓	✓
TPOA 9: Ensuring full implementation of the National Human Resources for Health Masterplan 2020-2040	✓	
TPOA 10: Providing health infrastructure in GIDAs	✓	✓
TPOA 11: Intensifying implementation of employment programs for marginalized sectors (youth, women, persons with disabilities, senior citizens, informal sector workers, and IPs)	✓	
TPOA 12: Providing access to livelihood opportunities to farmers, fisherfolks, forest workers, small-scale miners, and IPs	✓	✓
TPOA 13: Determining minimum wages sufficient for decent standard of living of families in urban and rural areas	✓	
TPOA 14: Prioritizing areas for increase in budget allocation for expansion of coverage of social protection	✓	
TPOA 15: Adopting policies and mechanisms on increasing access and affordability of clean water in marginalized communities	✓	✓
TPOA 16: Improving climate- and disaster-resilience of marginalized and vulnerable communities	✓	✓
TPOA 17: Advocating for the increase in the regular allocation for annual social safety nets to mitigate the effects of crisis situations and natural disasters	✓	

PHRP4



ADVANCING WOMEN'S RIGHTS AND GENDER EQUALITY

CHAPTER 3

CHAPTER

3

ADVANCING WOMEN'S RIGHTS AND GENDER EQUALITY

Introduction

The Philippines has made significant strides in advancing women's human rights and gender equality. According to the 2024 Global Gender Gap Index by the World Economic Forum, the Philippines ranked highest among Asian countries, third in the East Asia and Pacific region, and 25th globally in terms of closing the gender gap.[47] Substantial progress has been achieved in reducing gender disparities, particularly in education, and in addressing violence against women. However, despite these achievements, persistent gender inequalities continue to pose challenges, especially for marginalized sectors, including indigenous women, women with disabilities, and those in rural and impoverished communities. These groups often face compounded barriers that hinder equal access to resources, opportunities, and protection under the law.

This chapter outlines the Philippines' commitment to advancing women's human rights and gender equality in alignment with international human rights treaties and commitments, and national mandates.

At the international level, the Philippines is a State Party to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and is committed to contributing to the goals of various women's empowerment and gender equality agenda, such as the Beijing Declaration and Platform for Action (BPfA) and the Sustainable Development Goals (SDGs), especially Goal 5. These commitments are reinforced domestically through several laws, primarily Republic Act (RA) No. 9710 or the Magna Carta of Women (MCW), which serves as the country's comprehensive legal framework for promoting and protecting women's rights. The MCW not only guarantees women's human rights but also actively promotes gender equality and seeks to eradicate gender-based discrimination through clearly defined legal provisions and institutional mechanisms, which include the Gender and Development (GAD) Budget Policy, the Gender and Development Focal Point System (GAD-FPS), Gender Audits, the GAD Ombud, and the National Machinery for Women.

To operationalize these commitments, the Philippines has developed various action plans. Foremost among them is the Gender Equality and Women's Empowerment (GEWE) Plan 2019-2025, the country's comprehensive medium-term strategy with seven Strategic Goal Areas aimed at achieving gender equality and empowering women. Additional thematic plans have been created to address pressing issues related to women's rights, including the Fourth National Strategic Action Plan Against Trafficking in Persons 2023-2027, the National Action Plan on Women, Peace, and Security 2023-2033, and the National Action Plan to End Violence Against Women (NAP EVAW) 2025-2030. These plans provide a structured response to critical issues, including violence against women, trafficking, and the participation and protection of women in peace and security contexts.

[47] World Economic Forum, *Global Gender Gap 2024: Insight Report* (Geneva: World Economic Forum, June 2024)

This chapter of the PHRP details the strategic actions that the Philippines will continue to undertake to fulfill its obligations under CEDAW and advance women's human rights, complementing the above legal frameworks and action plans. It emphasizes the prioritization of the needs of the most underserved, marginalized, disadvantaged, and vulnerable sectors of women. Following the Constructive Dialogue between the Philippine Government and the United Nations Committee on CEDAW in 2023, during which the Committee issued Concluding Observations on the Philippines' Ninth Periodic Report, this chapter focuses on implementing these recommendations to fully realize the rights of women enshrined in the Convention. Furthermore, it incorporates a human rights-based approach, addressing cross-cutting and compounding forms of discrimination. In line with the 30th anniversary of the BPfA,, the anniversary of UN Security Council Resolution 1325 on Women, Peace, and Security (WPS), and the 15th anniversary of the adoption of the SDGs in 2025, the Philippines reaffirms its commitment to tackling intersectionalities, fostering inclusivity, and achieving sustainable development through its GAD initiatives.

To further promote intersectionality and social inclusion, Executive Order No. 51 (EO 51), Series of 2023, strengthens the Philippines' Diversity and Inclusion Program. This Executive Order reconstitutes the Inter-Agency Committee on Diversity and Inclusion and establishes a Special Committee on Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual (LGBTQIA+) Affairs, reinforcing the country's commitment to addressing gender equality issues comprehensively and inclusively in accordance with existing laws. In support of this, this chapter will also tackle issues that extend beyond binary gender concerns.

The goal of this chapter is to outline the transformative measures the Philippines has adopted and will continue to adopt to further empower women and girls and eliminate gender-based discrimination. Through these efforts, the Philippines seeks not only to fulfill its international commitments but also to achieve gender equality and inclusive development for all.

SECTION 1: ASSESSMENT OF THE 3RD PHILIPPINE HUMAN RIGHTS PLAN

A. Achieved Objectives and Programs of Actions

Chapter 3: Advancing Women's Rights and Gender Equality of the Third Philippine Human Rights Plan (PHRP3) has seen significant advancements in achieving its objectives, albeit at varying levels. A noteworthy success has been in the area of improving the collection and utilization of sex-disaggregated data. The Philippine Statistics Authority (PSA) Board's adoption of Resolution No. 12, series of 2023, reinforces earlier resolutions enjoin government agencies to incorporate gender concerns in the generation of statistics. Moreover, Section 37 of the Implementing Rules and Regulations of the MCW has been amended to enhance institutional mechanisms for gender mainstreaming. These amendments aim to better address the gaps and issues related to women's rights and gender, aligning with the mandates of the MCW.

B. Partially Achieved Objectives and Programs of Action

While progress has been made, some objectives under the plan have only been partially achieved. The monitoring, evaluation, and impact assessment of existing GAD programs need strengthening. The MCW Assessment Report covering 2019-2021, conducted in 2022, and various gender research projects undertaken in partnership with civil society organizations and state universities and colleges, have contributed to this area. However, the assessments need to be more robust to

effectively measure impacts on the lives of women and girls. Additionally, although eight new laws have been enacted addressing issues from maternal health to child protection and gender-based violence, various legislative measures on women's human rights and gender equality remain pending in Congress. These include the repeal or amendment of discriminatory provisions in existing laws such as the Revised Penal Code and the Family Code, and to advocate for the passage of bills such as the Sexual Orientation and Gender Identity Expression (SOGIE) Equality Bill and the Divorce Bill, which are crucial for advancing gender equality.

C. Unachieved Objectives and Programs of Action

It is noteworthy that there were no unachieved objectives in the assessment period. This is reflective of the comprehensive approach and commitment to the planned actions under the PHRP3, specifically in the chapter on empowering Filipino women. This could not have been achieved without the concerted efforts of various stakeholders in advancing gender equality and addressing the needs of Filipino women across various thematic areas.

SECTION 2: HUMAN RIGHTS-BASED SITUATION ANALYSIS AND ROLE AND CAPACITY GAPS ANALYSIS OF PHRP4 STAKEHOLDERS

A. Continuing human rights issues and concerns from the PHRP3

Human Rights Issue and Concern (HRIAC) No. 1: Improving the functionality and effectiveness of institutional mechanisms for gender mainstreaming

The MCW mandates the adoption of gender mainstreaming as a strategic approach to protect, promote, and fulfill women's human rights and eliminate gender-based discrimination. The MCW specifies institutional mechanisms that should be implemented by all government entities at both national and local levels. These mechanisms include gender-responsive budgeting, the creation and strengthening of the Gender and Development Focal Point System (GAD-FPS), conducting gender audits, and, specifically for local government units (LGUs), the adoption of a GAD Code. These mechanisms aim to integrate women's and gender concerns into the formulation, implementation, monitoring, and assessment of policies and programs to empower women and promote gender equality.

However, the degree of implementation and effectiveness of these mechanisms varies among agencies. At the local level, particularly in lower-income LGUs, there are significant challenges in operationalizing these mechanisms due to limited resources and capacities. While the private sector is not obligated to implement these mechanisms, some organizations have adopted. For instance, some higher education institutions have established their GAD-FPS and are observing gender-responsive budgeting following the guidelines from the Commission on Higher Education (CHED) on gender-responsive higher education. Civil society also plays a crucial role in these mechanisms as they can participate directly in gender-responsive budgeting, join local government GAD-FPS, or engage in policy development, program implementation, and monitoring and evaluation activities. This involvement strengthens civil society's voice in developing and implementing gender-responsive policies and programs.

HRIAC No. 2: Improving the structure, systems, and mechanisms of the Philippine Commission on Women (PCW) to effectively and efficiently undertake and accomplish its functions/mandate

The PCW is the government's overall policymaking, coordinating, monitoring, and evaluation body, overseeing the country's commitments to women's human rights and gender equality. The PCW plays a crucial role in integrating gender perspectives into public policy and providing technical assistance to other government agencies for them to implement gender-responsive policies, programs, and services. Despite its significant mandate, the PCW currently operates mainly at the national level, with a pilot field office in Northern Mindanao demonstrating the potential benefits of its presence at the regional or local levels. This field office has been instrumental in enhancing subnational GAD mechanisms through technical assistance, thereby improving the implementation of gender mainstreaming initiatives and gender-responsive programs.

To enhance the PCW's effectiveness, it is essential to equip it with adequate human, technical, and financial resources. This support would enable the PCW to more effectively implement and coordinate policies and strategies for advancing women and gender equality across the country.

Additionally, expanding the PCW's reach by establishing more field offices could significantly impact gender mainstreaming across various sectors. Increased cooperation with local authorities and civil society organizations, particularly women's rights groups, would enhance the PCW's ability to address local gender issues effectively. Such partnerships are essential for adapting national initiatives to regional contexts, ensuring that the unique needs of women in different areas are met. At the same time, non-governmental organizations (NGOs) and the private sector can support the PCW through partnerships, funding, and capacity-building initiatives. This collaboration can extend the reach and impact of the PCW's work.

HRIAC No. 3: Strengthening the capacity of the CHR to act/function as Gender Ombud

The Commission on Human Rights (CHR) is designated as the Gender and Development Ombud (Gender Ombud) under the MCW. As Gender Ombud, aligned with its functions as the National Human Rights Institution (NHRI), it is mandated to protect and promote women's human rights, including protection from all forms of discrimination. Further, as Gender Ombud, it is mandated to monitor compliance of the government and its instrumentalities to the provisions of the MCW and all other gender-related laws.

The CHR carries out its protection mandate through investigating complaints or ipso facto acts of discrimination, and violations of the MCW and other related laws on women vis-à-vis CEDAW and other relevant human rights treaties, and assist in the filing of cases against individuals, agencies, institutions, or establishments that commit transgressions thereof. This mandate can be further strengthened through coordination with the justice sector agencies, including the Department of Justice and its attached agencies, the Civil Service Commission (CSC), and the National Labor Relations Commission (NLRC). Moreover, it can be strengthened through close collaboration with the PCW in developing and adopting indicators and establishing guidelines and mechanisms to streamline the enforcement of the provisions of the MCW and gender-related international human rights standards and facilitate access of women to justice in all fronts.

There is a need to empower and solidify the Commission's mandate as the country's NHRI and Gender Ombud, thereby allowing for a bolstered approach toward the promotion and protection of the rights of all, particularly of the most marginalized, disadvantaged, and vulnerable sectors of the society, the women sectors in particular. This can be materialized through providing the CHR with an effective and expanded structural, operational, and functional independence, to meet the minimum requirement under the Principles Relating to the Status of National Human Rights Institutions or the Paris Principles, and full fiscal autonomy to ensure prompt, immediate, and unrestricted discharge of its functions. In particular, resource constraints limit the CHR's efforts to capacitate its human resource in the discharge of its functions, including in the provision of legal assistance, conduct of investigation, fact-finding, and other relevant processes such as conduct of inquiries and consultations to address pressing, urgent, and complex gender-based human rights violation. Continuous gender sensitivity as well as specialized trainings are crucial to regularly apprise CHR officials and personnel on emerging gender-based human rights issues and best practices.

Fortifying partnerships with academic institutions, NGOs, and other civil society organizations (CSOs) alongside monitoring, research, training, and similar endeavors largely support the CHR's disposal of its mandates. Engagement of CSOs in massive awareness raising and advocacy initiatives on women's human rights and pressing issues, for instance, widen the reach and expands the potential impact. Nevertheless, strengthening CHR's independence as well as its power and functions is critical.

B. Emerging human rights issues and concerns from the concluding observations of International Human Rights Treaties and other UN Mechanisms

HRIAC No. 1: Eliminating gender pay gap, enhancing the enabling environment for women economic empowerment, and promoting and ensuring significant progress is achieved in reducing, recognizing, representing, and redistributing unpaid care work

Addressing the gender pay gap and promoting women's economic empowerment are essential for achieving gender equality. Government agencies and LGUs are responsible for ensuring equitable pay, enhancing workplace conditions, and supporting the recognition and redistribution of unpaid care work. While frameworks exist, capacity gaps often arise from limited resources, insufficient data on wage disparities, and inadequate enforcement of existing measures.

The private sector also has responsibilities under the UN Guiding Principles on Business and Human Rights. Companies must respect women's rights by ensuring fair compensation and nondiscriminatory practices. They are required to protect employees from wage discrimination and provide remedies for any violations, such as unequal pay or lack of opportunities for advancement. However, many businesses lack robust policies or commitment to gender equality, hindering compliance.

Marginalized and disadvantaged sectors can respond by organizing into cooperatives or advocacy groups to amplify their demands. They can call for transparency in wage reporting and advocate for recognition of unpaid

care work. Engaging with civil society organizations can further enhance their capacity to influence change and promote equitable economic conditions. By leveraging their collective power, these communities can push for systemic reforms to address the gender pay gap and improve economic empowerment for women.

HRIAC No. 2: Increasing women and girls' access to and benefit from education, health, and social protection programs and services

Enhancing access to education, health, and social protection for women and girls is crucial for promoting gender equality because it empowers them to participate fully in society. Education equips women and girls with the knowledge and skills necessary to pursue career opportunities, make informed decisions about their health, and engage in civic life. Access to quality health services ensures they receive the care needed to maintain their well-being, enabling them to thrive both personally and professionally. Additionally, social protection programs provide financial security and support, particularly in times of crisis, allowing women to escape cycles of poverty and dependence. By addressing these fundamental areas, government duty-bearers can break down systemic barriers, challenge discriminatory practices, and create an environment where women and girls can realize their full potential, ultimately benefiting families and communities as a whole.

Many agencies have established frameworks to promote access to education, health, and social protection, but challenges persist due to limited resources, inadequate infrastructure, and insufficient outreach, especially in rural and marginalized communities. For local government units (LGUs) in lower-income areas, the provision of devolved services like health care often lags because of budget constraints, which limit staffing and facilities. These LGUs may struggle to allocate funds effectively, resulting in under-resourced health centers that lack essential services and personnel. Additionally, geographical barriers and a lack of transportation options further hinder access for residents, exacerbating inequalities in service delivery.

Businesses can contribute by ensuring equitable employment practices and supporting community programs that promote education and health access for women and girls. Corporate social responsibility initiatives can enhance access to essential services, but many companies may lack commitment or resources to effectively engage in these efforts.

Marginalized and disadvantaged sectors can take proactive steps to advocate for their rights by forming community groups to raise awareness and push for policy changes. Engaging with local authorities and NGOs can amplify their voices in demanding better access to education, health, and social protection programs.

HRIAC No. 3: Significantly reducing gender-based violence and improving access to justice, as well as rehabilitation and healing services

The legal framework addressing gender-based violence (GBV) has been strengthened to encompass various forms of violence beyond just Violence Against Women (VAW). Recent legislation, such as the Safe Spaces Act, has introduced measures to combat gender-based sexual harassment in public spaces, online environments, workplaces, and educational institutions. This law extends protection to all individuals, regardless of sex or gender identity, acknowledging the diverse experiences of those affected by GBV.

Additionally, recent laws have enhanced protections against GBV in digital platforms, recognizing the increasing prevalence of online harassment.

These legislative advancements reflect a commitment to creating safer environments for all and demonstrate the government's intention to address GBV comprehensively.

To support these legal frameworks, mechanisms such as Barangay Violence Against Women Desks and Women and Children Protection Desks in police precincts are continuously being improved to provide immediate response, assistance, and support to victim-survivors. These desks serve as crucial entry points for reporting incidents, accessing legal aid, and receiving emotional and psychological support. However, despite these structures, significant capacity gaps persist within government agencies and LGUs.

Many agencies face challenges such as limited financial resources, inadequate training for law enforcement and judicial personnel, and insufficient public awareness campaigns about available support services. As a result, survivors often encounter barriers when seeking help, including lack of access to comprehensive legal assistance and rehabilitation options. LGUs frequently struggle with underfunded programs that do not adequately provide shelter, counseling, or support services, particularly in marginalized communities.

The private sector also plays a vital role in addressing GBV. Businesses can contribute by creating safe work environments, implementing anti-harassment policies, and supporting initiatives that raise awareness about gender-based violence. Corporate social responsibility programs can enhance community outreach and provide funding for shelters and rehabilitation services.

Marginalized and disadvantaged sectors can respond to GBV by organizing community groups to advocate for their rights and raise awareness about available resources. Victim-survivors can also participate in awareness campaigns, sharing their stories to educate others and challenge societal norms surrounding GBV.

HRIAC No. 4: Enhancing the participation and representation of women in decision-making processes at all levels and branches of government, in the academia and the private sector, and in international organizations

Enhancing the participation and representation of women in decision-making processes across all levels of government, academia, the private sector, and international organizations is crucial for promoting inclusive governance. While the percentage of women in elective positions has been steadily increasing, we have yet to attain a critical mass to be able to represent women's interests and perspectives in decision-making and governance processes.

Data from recent national and local elections show a gradual rise in women's representation among candidates and elected officials. In 2010, only 18% of election winners were women, which increased to 23% by 2022. Although the the percentage of female candidates has grown—from 17% in 2010 to 21% in 2022—there remains a significant gender gap in leadership roles. The average difference in registered candidates reveals that women are consistently underrepresented, averaging just 21% across election cycles from 2010 to 2022, compared to an average of 79% for men. Despite a modest increase in women's representation over the years, the rate of change has slowed, indicating persistent barriers to achieving gender parity in leadership.

Government agencies, particularly the Commission on Elections, the CSC, and the CESB, and LGUs play a crucial role in implementing policies and programs that facilitate women's engagement in leadership roles. This includes developing frameworks for gender quotas and promoting gender-responsive hiring

practices. Training programs aimed at empowering women leaders and providing necessary support for initiatives that promote women's participation should be continuously provided.

The private sector also plays a critical role in this context. Companies must create inclusive workplaces that promote gender equality in leadership positions, implementing mentorship programs, flexible work arrangements, and transparent promotion processes.

Marginalized and disadvantaged sectors can actively engage in advocacy to enhance women's representation by organizing community groups and campaigns that focus on promoting gender equality. Collaborating with NGOs and civil society organizations can amplify their voices, raising awareness about the importance of women's participation in decision-making and advocating for supportive policies. Additionally, women from these sectors can seek training and mentorship opportunities to build their leadership skills.

HRIAC No. 5: Developing and implementing a comprehensive strategy for building a culture of gender equality and ending discrimination, and strengthen multi-stakeholder engagement, especially the involvement of men and boys, in cultural transformation for women empowerment and gender equality

Developing and implementing a comprehensive strategy to foster a culture of gender equality and eliminate discrimination requires a holistic approach that addresses all forms of gender-based discrimination to ensure sustainable social change. Inclusive policies and programs are necessary for promoting awareness of gender issues, integrating gender equality into all levels of governance, and facilitating multi-stakeholder engagement. This involves not only empowering women but also actively involving men and boys in cultural transformation initiatives that challenge harmful norms and stereotypes. This also means going beyond the gender binary in examining and addressing gender-based discrimination.

Government agencies and LGUs have been conducting various advocacy campaigns to promote gender equality, but many face capacity gaps. Limited resources, inadequate training, and a lack of public engagement strategies hinder the effective implementation of these initiatives. Awareness campaigns may not adequately cover or engage marginalized communities meaningfully, leaving many women without the necessary support. Furthermore, staff members may not be sufficiently equipped to handle cultural sensitivities around both women's rights and emerging issues such as gender identity discrimination. This lack of training limits the ability of agencies to address deeply entrenched patriarchal norms and the growing visibility of persons of diverse sexual orientation, gender identity, and expression, resulting in uneven progress.

The private sector plays a vital role in fostering a culture of gender equality. Companies can support gender-sensitive policies that promote fair hiring practices, equal pay, and leadership opportunities for women and persons of diverse sexual orientation, gender identity, and expression. Additionally, businesses should recognize the importance of inclusive policies that address discrimination based on sex and gender identity, as this is increasingly relevant in workplaces. By engaging male employees in gender equality initiatives and offering training programs that educate staff on both women's rights and gender identity issues, companies can help transform workplace cultures and challenge discriminatory practices.

Marginalized sectors, including women from disadvantaged communities and individuals facing discrimination based on sexual orientation, gender identity, or expression, can actively engage in advocacy efforts to promote gender equality. By forming community-based organizations, these groups can advocate for inclusive

policies that address both women's rights and the growing concern around gender-based discrimination. Engaging men and boys as allies in these efforts is crucial to dismantling harmful gender norms and fostering inclusive practices. Workshops, dialogues, and awareness campaigns that involve all members of the community help build support for these efforts, encouraging broader participation in advocating for gender equality.

Collaboration with NGOs and other stakeholders can further amplify these efforts, pushing for legislative and policy reforms that protect the rights of all persons regardless of sex or gender identity.

SECTION 3: STATEMENT OF THEMATIC GOALS AND OBJECTIVES

Goal Statement – Reduce gender disparities between women and men in social, political, and economic spheres as measured by global gender indices (i.e., the Global Gender Gap Index and the Gender Inequality Index) by 2029.

Objective A – To enhance the implementation of institutional mechanisms for gender mainstreaming by the end of 2029 through a 5% increase in the GAD budget allocation, ensuring that 50% of agencies have functional GAD-FPS, and improve service delivery by the PCW as the national women's machinery and the CHR as the GAD Ombud as measured by their agency performance

Objective B – To improve the implementation of gender-responsive policies, programs, and services to address 70% of the human rights issues highlighted in the concluding observations of the Committee on the Elimination of Discrimination Against Women by 2029

SECTION 4: STATEMENT OF OUTCOMES, INDICATORS, AND TARGETS FOR IMPROVEMENT

Outcome Statement

Significant reduction of persistent gender disparities and vulnerabilities of women and girls to enable them to pursue their full development

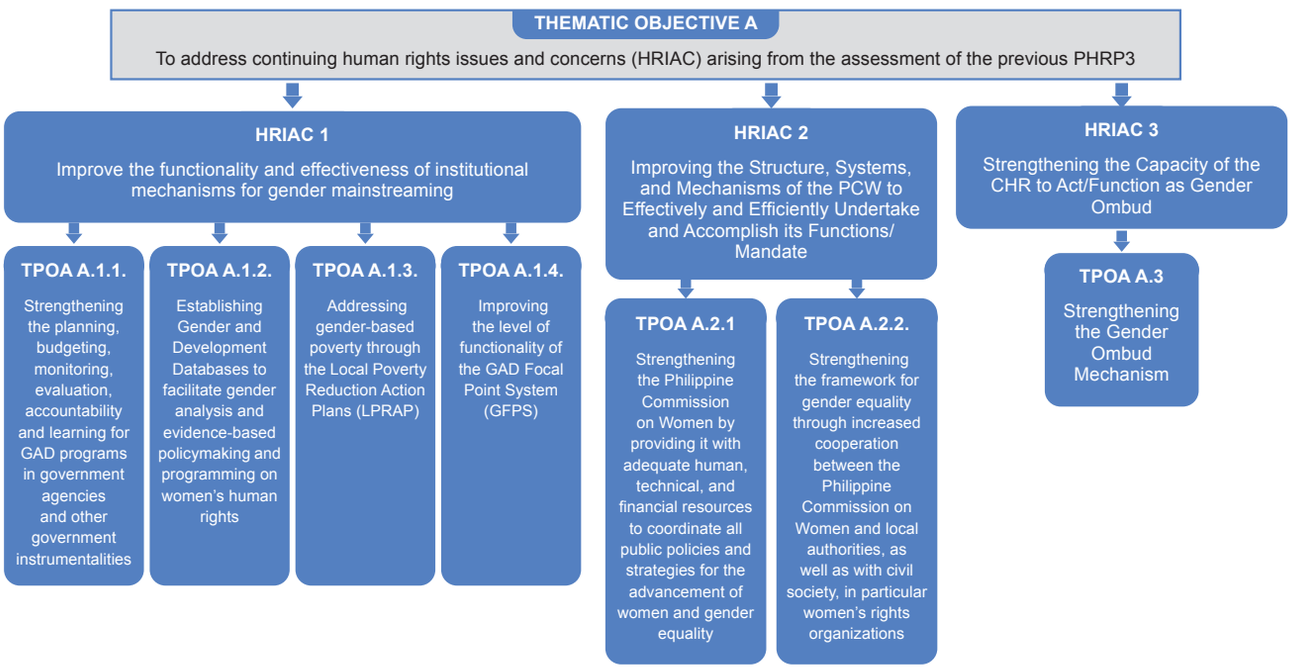
Outcome Indicators and Target Improvements

Key Indicators	Baselines	Targets for Improvement
Percentage of the GAD budget of national and local government agencies in relation to their total budget	23% (National government agencies, 2023)	25%
Proportion of the population living below the national poverty line, by sex	18.4 – Female 18.5 – Male (2021)	Decrease in value
Poverty incidence among self-employed and unpaid family workers	6.4 (2021)	Decrease in value
Labor force participation rate for persons aged 15-24 and 15+, by sex	55.8% – Female 76.0% – Male (2024)	Increase in value
Employment rate, by sex	96.3% – Female 97.3% – Male (2024)	Increase in value

Key Indicators	Baselines	Targets for Improvement
Girls to boys in primary, secondary, and tertiary education and Technical Vocational Education and Training (TVET)	.9 – Ratio of girls to boys in Primary Education (2022) 1 – Ratio of girls to boys in Secondary Education (JHS) (2022) 1.1 – Ratio of girls to boys in Secondary Education (SHS) (2022) 1.3 – Ratio of girls to boys in Tertiary Education (2021)	1
	Percentage of girls and boys in TVET: Female: 52.1% Male: 47.9% (2023)	Increase in value
Completion rate of elementary and secondary students, by sex	Female Elem: 99.8% JHS: 94.9% SHS: 84.8% Male Elem: 99.3% JHS: 92.3% SHS: 81.4% (2022)	Increase in value
Cohort survival rate of elementary and secondary students, by sex	Female Elem: 100% JHS: 95% SHS: 87.3% Male Elem: 99.5% JHS: 92.3% SHS: 84.6% (2022)	Increase in value
Maternal Mortality Ratio	154 (2021)	Decrease in value
Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group	25 (2022)	Decrease in value
Nutritional status by sex	Female Chronic energy deficiency – 8.2% Overweight – 31.7% Obese – 12.2% Male Chronic energy deficiency – 7.2% Overweight – 28.3% Obese – 7.3% (2021)	Decrease in value
Percentage of nutritionally-at-risk pregnant women	16.4% (2021)	Decrease in value
Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied [provided] with modern methods	59.1 (2022)	Increase in value
Percentage of ever-partnered women and girls aged 15 years and older subjected to physical, sexual, or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age (SDG 5.2.1)	Physical: 3.2% Sexual: 1.3% Psychological: 10.5% (2022)	Decrease in value
Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18	< 15 years old – 1.5 < 18 years old – 9.4 (2022)	0
Proportion of seats held by women in national parliaments	26.2 (2022)	30
Proportion of seats held by women in local governments	29.1 (2022)	40
Proportion of women in managerial positions	53 (2021)	≥ 50

SECTION 5: THEMATIC PROGRAMS OF ACTION

Objective A. Continuing Human Rights Issues and Concerns Under the PHRP3



TPOA A.1.1. Strengthening the planning, budgeting, monitoring, evaluation, accountability, and learning for GAD programs in government agencies and other government instrumentalities

Pursuant to the MCW and the General Appropriations Act (GAA), all government agencies, state universities and colleges, government-owned and controlled corporations, local government units, and other government instrumentalities shall formulate their annual GAD Plans and Budgets within the context of their mandates. A GAD Plan and Budget is a systematically designed set of programs, projects, and activities with corresponding budget carried out by government agencies and other government instrumentalities over a given time to address the gender issues and concerns in their respective sectors and constituents. The PCW and the Department of the Interior and Local Government (DILG) are mandated to monitor the compliance to the GAD Budget.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of technical assistance on GAD provided to LGUs		Increased number of technical assistance on GAD provided to LGUs	Increased number of technical assistance on GAD provided to LGUs	Increased number of technical assistance on GAD provided to LGUs	Increased number of technical assistance on GAD provided to LGUs	Increased number of technical assistance on GAD provided to LGUs	DILG
Number of national government agencies and local government units that submitted their annual GAD plans and budgets	355 national government agencies (2023)	Increased number of national government agencies and local government units that submitted their annual GAD plans and budgets	Increased number of national government agencies and local government units that submitted their annual GAD plans and budgets	Increased number of national government agencies and local government units that submitted their annual GAD plans and budgets	Increased number of national government agencies and local government units that submitted their annual GAD plans and budgets	Increased number of national government agencies and local government units that submitted their annual GAD plans and budgets	PCW DILG Bangsamoro Women Commission (BWC) National Government Agencies (NGAs) LGU

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Percentage of national government agencies and local government units with endorsed GPBs	69% national government agencies (2023)	Increased percentage of national government agencies and local government units with endorsed GPBs	Increased percentage of national government agencies and local government units with endorsed GPBs	Increased percentage of national government agencies and local government units with endorsed GPBs	Increased percentage of national government agencies and local government units with endorsed GPBs	Increased percentage of national government agencies and local government units with endorsed GPBs	PCW DILG BWC NGAs LGUs
Number of functional monitoring and evaluation (M&E) systems to monitor and evaluate GAD program, activities, and projects (PAPs) established within national government agencies and local government units			Established baseline data on the number of national government agencies and local government units with M&E systems to monitor and evaluate GAD PAPs	Established baseline data on the number of national government agencies and local government units with M&E systems to monitor and evaluate GAD PAPs	Established baseline data on the number of national government agencies and local government units with M&E systems to monitor and evaluate GAD PAPs	Established baseline data on the number of national government agencies and local government units with M&E systems to monitor and evaluate GAD PAPs	PCW PSA NGAs LGUs

TPOA A.1.2. Establishing Gender and Development databases to facilitate gender analysis and evidence-based policymaking and programming on women's human rights

The institutionalization of a GAD Database in government agencies and other government instrumentalities is one of the essential elements of GAD Planning and Budgeting. With the country's commitment to achieving gender equality and women's empowerment, sex-disaggregated data help identify and address specific gender gaps, such as disparities in economic participation, political representation, and access to social services. By understanding these differences, government agencies can better target interventions, prioritize resources, and create policies that address the unique needs of women. Additionally, sex-disaggregated data are crucial for monitoring progress toward national and international commitments, such as the SDGs, and support evidence-based decision-making for a more equitable society.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of national government agencies and local government units with functional GAD databases		Issued one operational guidelines on the establishment, maintenance, and use of the GAD database	Established baseline data on the number of national government agencies and local government units with functional GAD databases	Increased number of national government agencies and local government units with functional GAD databases	Increased number of national government agencies and local government units with functional GAD databases	Number of national government agencies and local government units with functional GAD databases	PCW PSA Philippine Statistical Research and Training Institute (PSRTI) NGAs LGUs

TPOA A.1.3. Addressing gender-based poverty through the Local Poverty Reduction Action Plans (LPRAPs)

LPRAPs are strategic plans developed through an inclusive and participatory process that involves civil society organizations and a wide range of stakeholders representing specific sectors in the society. These plans aim to directly address the specific needs of poor and marginalized communities within a city or municipality. It is essential to ensure that addressing gender-based poverty is an integral part of LPRAPs. Gender-based poverty recognizes that women often experience unique challenges such as limited access to education, healthcare, and economic opportunities which perpetuate cycles of poverty.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of local government units with LPRAPs integrated with gender-based poverty reduction targets/indicators				Increased local government units with LPRAPs integrated with gender-based poverty reduction targets/indicators	Increased local government units with LPRAPs integrated with gender-based poverty reduction targets/indicators	Increased local government units with LPRAPs integrated with gender-based poverty reduction targets/indicators	LGUs DILG National Anti-Poverty Commission (NAPC)
Presence of gender-based poverty reduction-related policies, programs, or activities in the National Poverty Reduction Plan (NPRP)				Included gender-based poverty reduction-related policies, programs, or activities in the NPRP	Included gender-based poverty reduction-related policies, programs, or activities in the NPRP	Included gender-based poverty reduction-related policies, programs, or activities in the NPRP	NAPC

TPOA A.1.4. Improving the level of functionality of the GAD Focal Point System (GFPS)

The GFPS plays a critical role in promoting gender equality and ensuring that government agencies effectively implement GAD-related programs, activities, and projects. As champions and catalysts of gender-responsive initiatives, GFPS members drive the implementation of GAD-related efforts within their respective agencies and offices. Ensuring the functionality of the GFPS is essential in sustaining the integration of gender perspectives into policies and programs and upholding accountability. To help agencies in assessing their level of functionality as well as in identifying gaps and areas for improvement, the PCW developed the GFPS Functionality Assessment Tool for both national government agencies and local government units.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Percentage of national and local government units that reported to have a GAD-FPS	58.67% of national government agencies (2023)	100%	100%	100%	100%	100%	PCW DILG NGAs LGUs
Number of functional GAD-FPS based on the GFPS Functionality Assessment Tool	13 national government agencies (2023)	Increased number of functional GAD-FPS based on the GFPS Functionality Assessment Tool	Increased number of functional GAD-FPS based on the GFPS Functionality Assessment Tool	Increased number of functional GAD-FPS based on the GFPS Functionality Assessment Tool	Increased number of functional GAD-FPS based on the GFPS Functionality Assessment Tool	Increased number of functional GAD-FPS based on the GFPS Functionality Assessment Tool	PCW DILG NGAs LGUs
Number of functional GAD-FPS based on the GFPS Functionality Assessment Tool		Increased number of national government agencies and local government units that administered the GFPS Functionality Assessment Tool	Increased number of national government agencies and local government units that administered the GFPS Functionality Assessment Tool	Increased number of national government agencies and local government units that administered the GFPS Functionality Assessment Tool	Increased number of national government agencies and local government units that administered the GFPS Functionality Assessment Tool	Increased number of national government agencies and local government units that administered the GFPS Functionality Assessment Tool	PCW DILG NGAs LGUs

TPOA A.2.1 Strengthening the Philippine Commission on Women by providing it with adequate human, technical, and financial resources to coordinate all public policies and strategies for the advancement of women and gender equality

PCW is the country's oversight agency for promoting gender equality and women's empowerment. Originally established as the National Commission on the Role of Filipino Women, the PCW was created under EO 208. The PCW serves as the key policymaking and coordinating body for women's and gender equality concerns. It also functions as the monitoring and oversight entity to ensure the proper implementation of the MCW. With enhanced resources, the PCW can more effectively oversee, guide, and align government initiatives, ensuring that public policies and programs actively support and promote the empowerment of women and gender-responsive development across all sectors.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of plantilla positions in the organization	84 (2023)	88				Strengthened organizational and rightsized workforce	PCW Department of Budget and Management (DBM) CSC
Percentage increase in the operational budget of the Philippine Commission on Women (PCW) compared to the previous fiscal year	22% (2024)	22%	Increased operational budget compared to the previous year	Increased operational budget compared to the previous year	Increased operational budget compared to the previous year	Increased operational budget compared to the previous year	PCW DILG DBM

TPOA A.2.2. Strengthening the framework for gender equality through increased cooperation between the Philippine Commission on Women and local authorities, as well as with civil society, in particular women's rights organizations

Establishing strong partnerships with civil society organizations is crucial, as these organizations often possess invaluable grassroots knowledge and direct access to marginalized communities. They are able to identify the unique challenges faced by women and other marginalized groups, especially in remote or underserved areas. Through collaboration, the PCW and CSOs can amplify their efforts in advocating for women's rights, developing gender-responsive policies, and ensuring that gender equality initiatives are effectively implemented at the local level. CSOs can also provide essential feedback and insight into the impact of policies on the ground, ensuring that interventions are not only effective but also tailored to the specific needs of different communities.

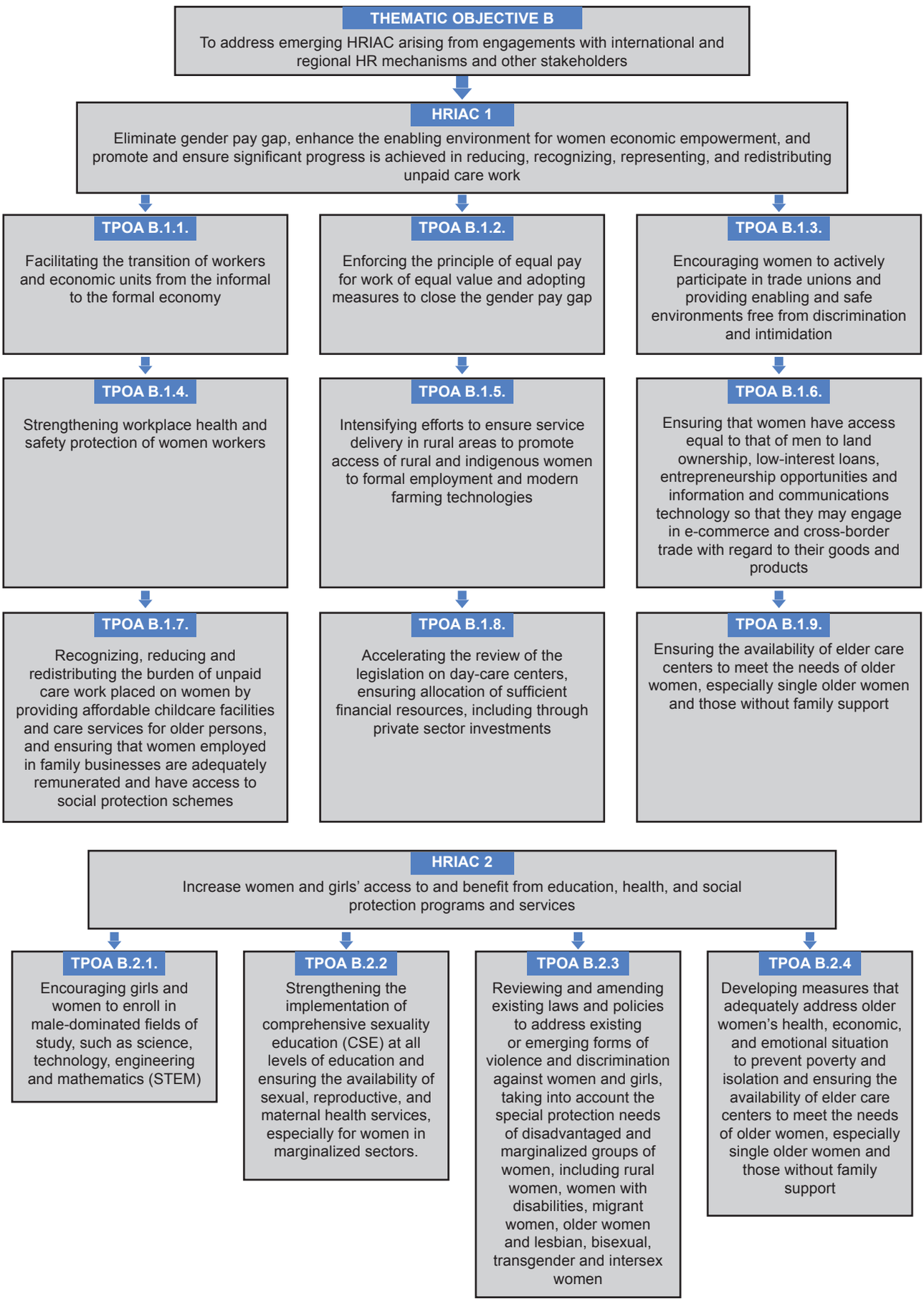
Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of consultation/feedback fora conducted with civil society organizations			Conducted three consultation/ feedback fora with civil society organizations	Conducted three consultation/ feedback fora with civil society organizations	Conducted three consultation/ feedback fora with civil society organizations	Conducted three consultation/ feedback fora with civil society organizations	PCW

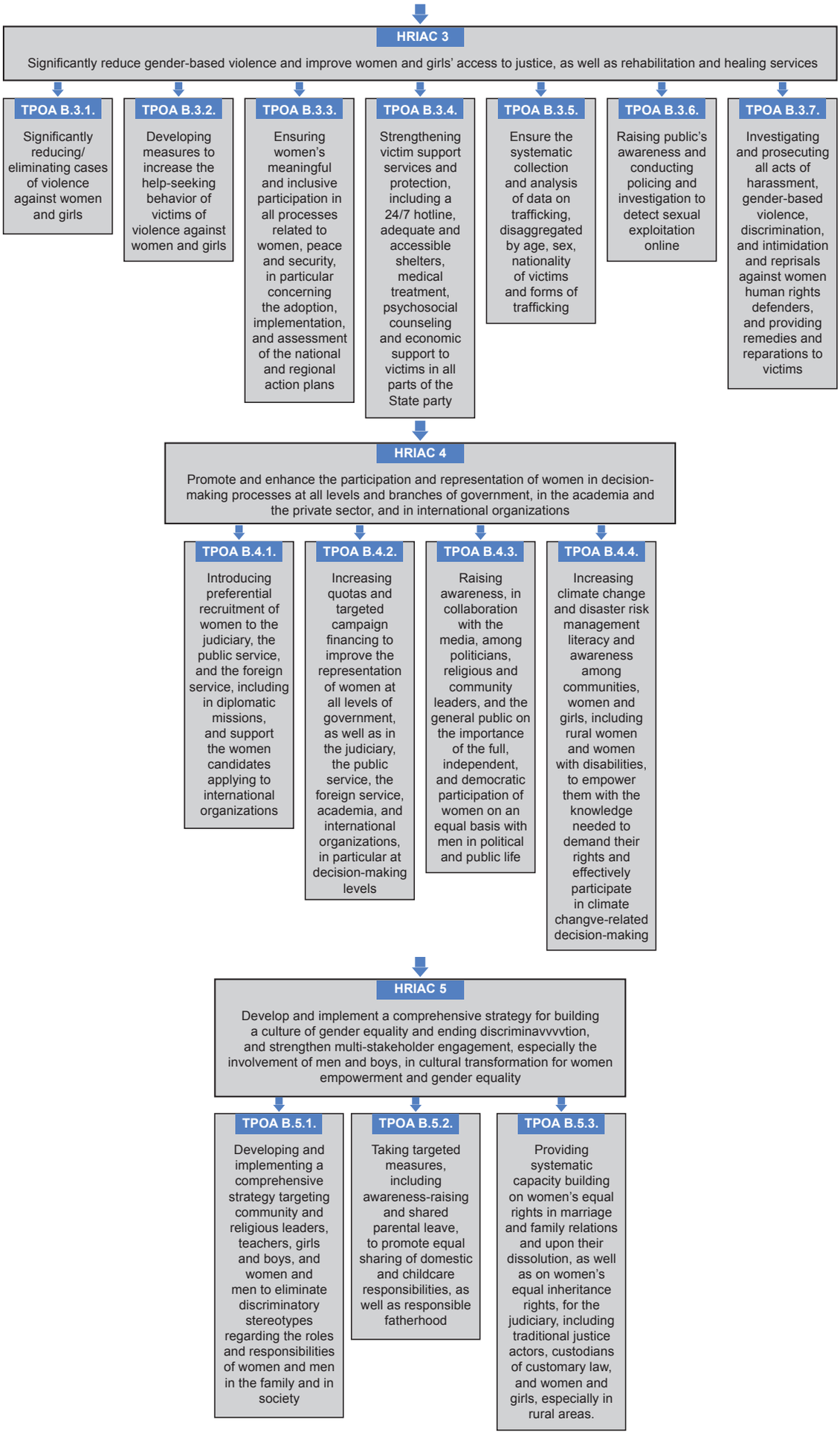
TPOA A.3. Strengthening the Gender Ombud Mechanism

Mandated by the MCW, CHR serves as the Gender Ombud of the Philippines. As the Gender Ombud, the CHR is responsible for ensuring that gender-based discrimination, violence, and other human rights violation are addressed and prevented across all sectors of society. Specifically, the Commission is tasked to establish guidelines and mechanisms that can provide legal remedies and enhance the protection and promotion of the rights of women, especially from the marginalized sectors.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Percentage of women's human rights violation/ cases resolved			Increased percentage of women's human rights violation/ cases resolved	Increased percentage of women's human rights violation/ cases resolved	Increased percentage of women's human rights violation/ cases resolved	Increased percentage of women's human rights violation/ cases resolved	CHR
Number of women victims of gender-based human rights violation provided with legal assistance/services			Increased number of women victims of gender-based human rights violation provided with legal assistance/services	Increased number of gender-based human rights violation provided with legal assistance/services	Increased number of women victims of gender-based human rights violation provided with legal assistance/services	Number of women victims of gender-based human rights violation provided with legal assistance/services	CHR

Objective B. To address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders




HRIAC 3
Significantly reduce gender-based violence and improve women and girls' access to justice, as well as rehabilitation and healing services
TPOA B.3.1.
Significantly reducing/ eliminating cases of violence against women and girls
TPOA B.3.2.
Developing measures to increase the help-seeking behavior of victims of violence against women and girls
TPOA B.3.3.
Ensuring women's meaningful and inclusive participation in all processes related to women, peace and security, in particular concerning the adoption, implementation, and assessment of the national and regional action plans
TPOA B.3.4.
Strengthening victim support services and protection, including a 24/7 hotline, adequate and accessible shelters, medical treatment, psychosocial counseling and economic support to victims in all parts of the State party
TPOA B.3.5.
Ensure the systematic collection and analysis of data on trafficking, disaggregated by age, sex, nationality of victims and forms of trafficking
TPOA B.3.6.
Raising public's awareness and conducting policing and investigation to detect sexual exploitation online
TPOA B.3.7.
Investigating and prosecuting all acts of harassment, gender-based violence, discrimination, and intimidation and reprisals against women human rights defenders, and providing remedies and reparations to victims
HRIAC 4
Promote and enhance the participation and representation of women in decision-making processes at all levels and branches of government, in the academia and the private sector, and in international organizations
TPOA B.4.1.
Introducing preferential recruitment of women to the judiciary, the public service, and the foreign service, including in diplomatic missions, and support the women candidates applying to international organizations
TPOA B.4.2.
Increasing quotas and targeted campaign financing to improve the representation of women at all levels of government, as well as in the judiciary, the public service, the foreign service, academia, and international organizations, in particular at decision-making levels
TPOA B.4.3.
Raising awareness, in collaboration with the media, among politicians, religious and community leaders, and the general public on the importance of the full, independent, and democratic participation of women on an equal basis with men in political and public life
TPOA B.4.4.
Increasing climate change and disaster risk management literacy and awareness among communities, women and girls, including rural women and women with disabilities, to empower them with the knowledge needed to demand their rights and effectively participate in climate changve-related decision-making
HRIAC 5
Develop and implement a comprehensive strategy for building a culture of gender equality and ending discriminavvvvtion, and strengthen multi-stakeholder engagement, especially the involvement of men and boys, in cultural transformation for women empowerment and gender equality
TPOA B.5.1.
Developing and implementing a comprehensive strategy targeting community and religious leaders, teachers, girls and boys, and women and men to eliminate discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society
TPOA B.5.2.
Taking targeted measures, including awareness-raising and shared parental leave, to promote equal sharing of domestic and childcare responsibilities, as well as responsible fatherhood
TPOA B.5.3.
Providing systematic capacity building on women's equal rights in marriage and family relations and upon their dissolution, as well as on women's equal inheritance rights, for the judiciary, including traditional justice actors, custodians of customary law, and women and girls, especially in rural areas.

TPOA B.1.1. Facilitating the transition of workers and economic units from the informal to the formal economy

The International Labour Conference adopted Recommendation 204, known as the Transition from the Informal to the Formal Economy, to address the significant decent work deficit in the informal economy. The recommendation provides guidance on three main areas: 1) facilitating the transition of workers and economic units from the informal to the formal economy, while respecting workers' fundamental rights and ensuring income security, livelihoods, and entrepreneurship opportunities; 2) promoting the creation and sustainability of decent jobs in the formal economy, alongside coherent policies in macroeconomics, employment, social protection, and other area; and 3) preventing the informalization of formal economy jobs.

By facilitating this transition, the recommendation aligns with Article 9 of the International Covenant on Economic, Social, and Cultural Rights (ICESCR), specifically the right to social security (Article 9), and Article 11 of the CEDAW, strengthening women's rights to work.

This transition also supports the achievement of the SDGs, particularly Goal 5 (gender equality) and Goal 8 (inclusive, sustainable economic growth and decent work).

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Bills facilitating the transition of workers and economic units from the informal to the formal economy filed in Congress			Filed bills in Congress facilitating the transition of workers and economic units from the informal to the formal economy				Department of Labor and Employment (DOLE) PCW NAPC House of Representatives Senate

TPOA B.1.2. Enforcing the principle of equal pay for work of equal value and adopting measures to close the gender pay gap

Gender pay gap remains a significant issue in the Philippines, with women earning less than their male counterparts in many sectors. For instance, in the result of a study conducted by the Philippine Institute for Development Studies in 2022, women earned 18.4% less than men in digital jobs. In agriculture, while women's daily wages are closer to men's, they still earn around 92 centavos for every peso their male colleagues make. The gap reflects broader societal and systemic inequalities, such as women being more likely to be employed in lower-wage or part-time roles, as well as historical labor market structures that prioritize male workers.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Percentage share of vulnerable employment among employed women		Decreased percentage of vulnerable employment among employed women	Decreased percentage of vulnerable employment among employed women	Decreased percentage of vulnerable employment among employed women	Decreased percentage of vulnerable employment among employed women	Decreased percentage of vulnerable employment among employed women	Members of the National Economic and Development Authority (NEDA) Social Development Committee

TPOA B.1.3. Encouraging women to actively participate in trade unions and providing enabling and safe environments free from discrimination and intimidation

A 2019 study by the Institute of Labor Studies reveals notable gender disparities in union membership. Among the 37 unions surveyed, with memberships ranging from 12 to 800, only 25% of members are women. In service-related sectors, women's union membership stands at 26.04%, while in industry-related sectors it falls slightly lower at 23.96%. Women's participation remains limited in traditionally male-dominated sectors like manufacturing and construction, where union membership is largely male.

Even in unions within female-dominated fields, such as wholesale and retail trade, food services, and accommodation, women's union involvement remains low. Most women union members are concentrated in education, healthcare, social services, and finance sectors traditionally associated with women's employment. This distribution highlights the ongoing gender gap in union representation across various industries.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of private and public-sector unions and workers' associations registered with equitable access of men and women to membership and leadership		Increased number of private and public-sector unions and workers' associations registered with equitable access of men and women to membership and leadership	Increased number of private and public-sector unions and workers' associations registered with equitable access of men and women to membership and leadership	Increased number of private and public-sector unions and workers' associations registered with equitable access of men and women to membership and leadership	Increased number of private and public-sector unions and workers' associations registered with equitable access of men and women to membership and leadership	Increased number of private and public-sector unions and workers' associations registered with equitable access of men and women to membership and leadership	DOLE CSC
Number of women's groups participating in sector consultations in the formal labor sector		Increased number of women's groups participating in sector consultations in the formal labor sector	Increased number of women's groups participating in sector consultations in the formal labor sector	Increased number of women's groups participating in sector consultations in the formal labor sector	Increased number of women's groups participating in sector consultations in the formal labor sector	Increased number of women's groups participating in sector consultations in the formal labor sector	DOLE CSC

TPOA B.1.4. Strengthening workplace health and safety protection of women workers

The Labor Code of the Philippines ensures the protection and promotion of the welfare of workers in the Philippines. Articles 130 to 136 of the said Labor Code promote the protection of women workers' rights and mandates the establishment of safeguard mechanisms that guarantee women's occupational health and safety. Ensuring private establishments' compliance to the Labor Code is essential in protecting and promoting the welfare of women workers in the Philippines.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Percentage of private establishments complying the following requirements: • RA 1120 or the 105-Day Expanded Maternity Leave Law		Increased percentage of private establishments complying with the following requirements: • RA 1120 or the 105-Day Expanded Maternity Leave Law	Increased percentage of private establishments complying with the following requirements: • RA 1120 or the 105-Day Expanded Maternity Leave Law	Increased percentage of private establishments complying with the following requirements: • RA 1120 or the 105-Day Expanded Maternity Leave Law	Increased percentage of private establishments complying with the following requirements: • RA 1120 or the 105-Day Expanded Maternity Leave Law	Increased percentage of private establishments complying with the following requirements: • RA 1120 or the 105-Day Expanded Maternity Leave Law	DOLE

• Solo Parent Leave under RA 8972 or the Solo Parents Welfare Act • VAWC Leave under RA 9262 or the Anti-Violence Against Women and Their Children Act of 2004 • Special Leave Benefit under RA 9710 or the MCW • Establishment of Lactation Stations and provision of lactation breaks under RA 10028 or the Expanded Breastfeeding Promotion Act of 2009 • RA 7877 or the Anti-Sexual Harassment Act of 1995 • RA 11313 or the Safe Spaces Act		• Solo Parent Leave under RA 8972 or the Solo Parents Welfare Act • VAWC Leave under RA 9262 or the Anti-Violence Against Women and Their Children Act of 2004 • Special Leave Benefit under RA 9710 or the MCW • Establishment of Lactation Stations and provision of lactation breaks under RA 10028 or the Expanded Breastfeeding Promotion Act of 2009 • RA 7877 or the Anti-Sexual Harassment Act of 1995 • RA 11313 or the Safe Spaces Act	• Solo Parent Leave under RA 8972 or the Solo Parents Welfare Act • VAWC Leave under RA 9262 or the Anti-Violence Against Women and Their Children Act of 2004 • Special Leave Benefit under RA 9710 or the MCW • Establishment of Lactation Stations and provision of lactation breaks under RA 10028 or the Expanded Breastfeeding Promotion Act of 2009 • RA 7877 or the Anti-Sexual Harassment Act of 1995 • RA 11313 or the Safe Spaces Act	• Solo Parent Leave under RA 8972 or the Solo Parents Welfare Act • VAWC Leave under RA 9262 or the Anti-Violence Against Women and Their Children Act of 2004 • Special Leave Benefit under RA 9710 or the MCW • Establishment of Lactation Stations and provision of lactation breaks under RA 10028 or the Expanded Breastfeeding Promotion Act of 2009 • RA 7877 or the Anti-Sexual Harassment Act of 1995 • RA 11313 or the Safe Spaces Act	• Solo Parent Leave under RA 8972 or the Solo Parents Welfare Act • VAWC Leave under RA 9262 or the Anti-Violence Against Women and Their Children Act of 2004 • Special Leave Benefit under RA 9710 or the MCW • Establishment of Lactation Stations and provision of lactation breaks under RA 10028 or the Expanded Breastfeeding Promotion Act of 2009 • RA 7877 or the Anti-Sexual Harassment Act of 1995 • RA 11313 or the Safe Spaces Act	• Solo Parent Leave under RA 8972 or the Solo Parents Welfare Act • VAWC Leave under RA 9262 or the Anti-Violence Against Women and Their Children Act of 2004 • Special Leave Benefit under RA 9710 or the MCW • Establishment of Lactation Stations and provision of lactation breaks under RA 10028 or the Expanded Breastfeeding Promotion Act of 2009 • RA 7877 or the Anti-Sexual Harassment Act of 1995 • RA 11313 or the Safe Spaces Act	

TPOA B.1.5. Intensifying efforts to ensure service delivery in rural areas to promote access of rural and indigenous women to formal employment and modern farming technologies

Chapter V of the MCW upholds the rights of women in marginalized sectors in the Philippines, including those belonging to rural communities and indigenous groups. These rights include the right to decent work, right to livelihood, credit, capital, and technology, and right to education and training.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of women beneficiaries (including rural and indigenous women) provided with support for marketing and credit		Increased number of women beneficiaries provided with support for marketing and credit	Increased number of women beneficiaries provided with support for marketing and credit	Increased number of women beneficiaries provided with support for marketing and credit	Increased number of women beneficiaries provided with support for marketing and credit	Increased number of women beneficiaries provided with support for marketing and credit	Department of Agriculture (DA) Government Financial and Lending Institutions
Number of women beneficiaries provided with capacity-building trainings, including the use of women-friendly technologies		Increased number of women beneficiaries provided with capacity-building trainings, including the use of women-friendly technologies	Increased number of women beneficiaries provided with capacity-building trainings, including the use of women-friendly technologies	Increased number of women beneficiaries provided with capacity-building trainings, including the use of women-friendly technologies	Increased number of women beneficiaries provided with capacity-building trainings, including the use of women-friendly technologies	Increased number of women beneficiaries provided with capacity-building trainings, including the use of women-friendly technologies	DA

TPOA B.1.6. Ensuring that women have access equal to that of men to land ownership, low-interest loans, entrepreneurship opportunities, and information and communications technology so that they may engage in e-commerce and cross-border trade with regard to their goods and products

In the updated 2016-2022 Philippine e-Commerce Roadmap that was released by the Department of Trade and Industry (DTI) in 2021, it was highlighted that the COVID-19 pandemic brought about the need to adopt and accelerate online commerce and digital transformation in business processes in the Philippines. Providing equal opportunities for women include equipping them with the necessary skills, tools, and support systems necessary to thrive in the digital economy.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Proportion of women (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider		Increased proportion of women (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider	Increased proportion of women (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider	Increased proportion of women (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider	Increased proportion of women (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider	Increased proportion of women (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider	Bangko Sentral ng Pilipinas (BSP) Department of Finance (DOF)
Percentage of women holders of land ownership instruments: Emancipation patent (EP) Certificate of land ownership agreement (CLOA) Certificate of ancestral land title (CALT) Certificate of ancestral domain title (CADT)		Increased percentage of women holders of land ownership instruments: • Emancipation patent (EP) • Certificate of land ownership agreement (CLOA) • Certificate of ancestral land title (CALT) • Certificate of ancestral domain title (CADT)	Increased percentage of women holders of land ownership instruments: • Emancipation patent (EP) • Certificate of land ownership agreement (CLOA) • Certificate of ancestral land title (CALT) • Certificate of ancestral domain title (CADT)	Increased percentage of women holders of land ownership instruments: • Emancipation patent (EP) • Certificate of land ownership agreement (CLOA) • Certificate of ancestral land title (CALT) • Certificate of ancestral domain title (CADT)	Increased percentage of women holders of land ownership instruments: • Emancipation patent (EP) • Certificate of land ownership agreement (CLOA) • Certificate of ancestral land title (CALT) • Certificate of ancestral domain title (CADT)	Increased percentage of women holders of land ownership instruments: • Emancipation patent (EP) • Certificate of land ownership agreement (CLOA) • Certificate of ancestral land title (CALT) • Certificate of ancestral domain title (CADT)	DA National Commission on Indigenous Peoples (NCIP) Department of Agrarian Reform (DAR)
Number of women trained on e-commerce and cross-border trading		Increased number of women trained on e-commerce and cross-border trading	Increased number of women trained on e-commerce and cross-border trading	Increased number of women trained on e-commerce and cross-border trading	Increased number of women trained on e-commerce and cross-border trading	Increased number of women trained on e-commerce and cross-border trading	Department of Trade and Industry

TPOA B.1.7. Recognizing, reducing, and redistributing the burden of unpaid care work placed on women by providing affordable childcare facilities and care services for older persons, and ensuring that women employed in family businesses are adequately remunerated and have access to social protection schemes

Women often bear the primary responsibility for childcare, which can limit their opportunities for education or employment. The 2021 National Household Care Survey showed that Filipino women dedicate an average of 6.5 hours daily to care work, significantly more than their male counterparts.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of studies on unpaid care work		Increased number of studies on unpaid care work	Increased number of studies on unpaid care work	Increased number of studies on unpaid care work	Increased number of studies on unpaid care work	Increased number of studies on unpaid care work	SUCs

Number of government agencies offering flexible work arrangements		Increased number of government agencies offering flexible work arrangements	Increased number of government agencies offering flexible work arrangements	Increased number of government agencies offering flexible work arrangements	Increased number of government agencies offering flexible work arrangements	Increased number of government agencies offering flexible work arrangements	CSC NGAs
Number of female spouses devoting full time to managing the household and family affairs with social insurance coverage		Increased number of female spouses devoting full time to managing the household and family affairs with social insurance coverage	Increased number of female spouses devoting full time to managing the household and family affairs with social insurance coverage	Increased number of female spouses devoting full time to managing the household and family affairs with social insurance coverage	Increased number of female spouses devoting full time to managing the household and family affairs with social insurance coverage	Increased number of female spouses devoting full time to managing the household and family affairs with social insurance coverage	Social Security System (SSS)

TPOA B.1.8. Accelerating the review of the legislation on day-care centers, ensuring allocation of sufficient financial resources, including through private sector investments

Recognizing the prevailing issue of unfair distribution of care and domestic work that predominantly fall on women, the establishment of mechanisms to ease such burden is necessary. This includes the presence of quality day-care centers in communities, which can significantly decrease the time spent by women in doing reproductive roles and distribute it to productive roles. Furthermore, day-care centers offer early childhood education that enhances children's development, making them ready for school.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Percentage of barangays with Child Development Centers and home-based ECCD Programs		Increased percentage of barangays with Child Development Centers and home-based ECCD Programs	Increased percentage of barangays with Child Development Centers and home-based ECCD Programs	Increased percentage of barangays with Child Development Centers and home-based ECCD Programs	Increased percentage of barangays with Child Development Centers and home-based ECCD Programs	Increased percentage of barangays with Child Development Centers and home-based ECCD Programs	Department of Social Welfare and Development (DSWD) DILG ECCD Council LGUs

TPOA B.1.9. Ensuring the availability of elder care centers to meet the needs of older women, especially single older women and those without family support

RA 7876 mandates the establishment of elder care centers in all cities and municipalities in the Philippines. However, it is important to recognize that older women may face unique societal and cultural challenges that impact their ability to access care, such as gender bias and social stigma. Elder care centers that are specifically designed to cater to the needs of older women can provide a safe space that is sensitive to these cultural factors. It ensures that women are treated with respect, dignity, and compassion, addressing their specific emotional, psychological, and physical needs in a manner that recognizes their diverse experiences.

Key Indicator:	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Percentage of LGUs with gender-sensitive senior citizens center and/or residential care/group homes		Increased percentage of LGUs (i.e., municipalities/ cities) with gender-sensitive senior citizens center and/ or residential care/ group homes	Increased percentage of LGUs (i.e., municipalities/ cities) with gender-sensitive senior citizens center and/ or residential care/ group homes	Increased percentage of LGUs (i.e., municipalities/ cities) with gender-sensitive senior citizens center and/ or residential care/ group homes	Increased percentage of LGUs (i.e., municipalities/ cities) with gender-sensitive senior citizens center and/ or residential care/ group homes	Increased percentage of LGUs (i.e., municipalities/ cities) with gender-sensitive senior citizens center and/ or residential care/ group homes	National Commission of Senior Citizens (NCSC)

TPOA B.2.1: Encouraging girls and women to enroll in male-dominated fields of study, such as science, technology, engineering and mathematics (STEM)

Data from PSA 2024 Factsheet on Women and Men in the Philippines show that there is close proximity of female to male ratio in Science, Technology, Engineering, Agriculture and Mathematics (STEAM) courses. Breakdown of the courses show, however, that most of the female graduates of STEAM courses are mostly from the Business Administration and related studies (female: 53,355; male: 33,263), and Education Science and Teacher Training (female: 52,615; male: 19,224), while courses such as Information Technology (IT)-Related Disciplines (female: 12,437; male: 19,249) and Engineering and Technology (female: 17,036; male: 33,719) are dominated by maleS.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of schools implementing the Career Guidance Program (CGP)		Increased number of schools implementing the Career Guidance Program (CGP)	Increased number of schools implementing the Career Guidance Program (CGP)	Increased number of schools implementing the Career Guidance Program (CGP)	Increased number of schools implementing the Career Guidance Program (CGP)	Increased number of schools implementing the Career Guidance Program (CGP)	CHED
Number of female learners enrolled in Science, Technology, Engineering, and Mathematics (STEM) strand		Increased number of female learners enrolled in STEM strand	Increased number of female learners enrolled in STEM strand	Increased number of female learners enrolled in STEM strand	Increased number of female learners enrolled in STEM strand	Increased number of female learners enrolled in STEM strand	Department of Education (DepEd)
Number of female students enrolled in STEAM courses		Increased number of female students enrolled in STEAM courses	Increased number of female students enrolled in STEAM courses	Increased number of female students enrolled in STEAM courses	Increased number of female students enrolled in STEAM courses	Increased number of female students enrolled in STEAM courses	CHED
Proportion of incoming first-year female students taking up male-dominated courses		Increased proportion of incoming first-year female students taking up male-dominated courses	Increased proportion of incoming first-year female students taking up male-dominated courses	Increased proportion of incoming first-year female students taking up male-dominated courses	Increased proportion of incoming first-year female students taking up male-dominated courses	Increased proportion of incoming first-year female students taking up male-dominated courses	CHED

TPOA B.2.2. Strengthening the implementation of comprehensive sexuality education (CSE) at all levels of education and ensuring the availability of sexual, reproductive, and maternal health services, especially for women in marginalized sectors

The protection and promotion of the right to health is a right guaranteed under the 1987 Philippine Constitution. The passage of RA 10354 or the Responsible Parenthood and Reproductive Health Act of 2012 into law on December 2012 further strengthened this commitment as the law mandated the Philippine government to comprehensively address the reproductive health needs of the Filipino people. The law further guarantees access to reproductive health and family planning services, maternal health care services, reproductive health, and sexuality education for the youth. To implement reproductive health-related programs, it mandated the LGUs, with the assistance of the Department of Health (DOH), "to ensure that all public health facilities shall provide full, age-, capacity-, and development-appropriate information and services on all methods of modern family planning to all clients, regardless of age, sex, gender, disability, marital status, or background." The law further mandated the DepEd to formulate age- and development-appropriate reproductive health education.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Availability of national and regional trainings for relevant stakeholders on the integration of CSE curriculum across learning areas			Conducted national and regional trainings for relevant stakeholders on the integration of CSE curriculum across learning areas				DepEd

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of schools that integrated CSE into their curriculum			Established national and regional baseline data on the number of primary and secondary schools with CSE curriculum integrated across learning areas	Increased number of schools that integrated CSE into their curriculum	Increased number of schools that integrated CSE into their curriculum	Increased number of schools that integrated CSE into their curriculum	DepEd
Availability of data on higher education institutions (HEIs) with GAD-related subjects in the CHED database				Increased HEIs with GAD-related subjects in the CHED database	Increased HEIs with GAD-related subjects in the CHED database	Increased HEIs with GAD-related subjects in the CHED database	CHED SUCs
Number of schools that integrated CSE into their curriculum			Developed policy on the implementation of CSE in HEIs	Developed gender-responsive, age-appropriate, culturally sensitive, and scientifically accurate CSE Curricula	Conducted comprehensive training for teachers on CSE topics	Established baseline on the number of schools that integrated CSE into their curriculum	CHED SUCs

TPOA B.2.3. Reviewing and amending existing laws and policies to address existing or emerging forms of violence and discrimination against women and girls, taking into account the special protection needs of disadvantaged and marginalized groups of women, including rural women, women with disabilities, migrant women, older women, and lesbian, bisexual, transgender, and intersex women

Section 12 of the MCW stipulates the review of existing laws that are discriminatory to women and amend or repeal these laws. This provision is aligned with the Philippines' commitment to implement the BPfA, specifically on the critical areas of 1) addressing poverty, 2) education and training of women, 3) women and health, 4) institutional mechanisms, 5) human rights of women, and 6) the girl-child.

The existence of laws that are discriminatory to women is deeply rooted in historical and cultural beliefs about women's subordinated role. The belief that men hold primary power and authority has often led to the enactment of laws that reinforce discrimination and inequality, particularly in marriage and family life, property rights, and economic opportunities. Laws governing marriage and family life often give men greater control over family property and custody of children. One such, is the Family Code, wherein provisions giving preference to the father's decision in matters of administration and enjoyment of community and conjugal properties, over persons of their children, and on the exercise of legal guardianship over the property of unemancipated common child.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Lobbying meetings for the amendment of existing or emerging forms of violence and discrimination against women and girls		Facilitated lobbying meetings for the amendment of existing or emerging forms of violence and discrimination against women and girls	Facilitated lobbying meetings for the amendment of existing or emerging forms of violence and discrimination against women and girls	Facilitated lobbying meetings for the amendment of existing or emerging forms of violence and discrimination against women and girls	Facilitated lobbying meetings for the amendment of existing or emerging forms of violence and discrimination against women and girls	Facilitated lobbying meetings for the amendment of existing or emerging forms of violence and discrimination against women and girls	Inter-Agency Council on Violence Against Women and Children (IACVAWC) Inter-Agency Council Against Trafficking (IACAT) Inter-Agency Oversight Committee on the Safe Spaces Act (IAOCSSA) PCW DSWD DILG House of Representatives Senate

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Women's Priority Legislative Agenda developed		Conducted desk review of existing laws and policies addressing existing or emerging forms of violence and discrimination against women and girls	Developed Women's Priority Legislative Agenda, which include the amendment of existing laws and policies addressing existing or emerging forms of violence and discrimination against women and girls	Filed bills amending existing laws and policies perpetuating existing or emerging forms of violence and discrimination against women and girls	Filed bills amending existing laws and policies perpetuating existing or emerging forms of violence and discrimination against women and girls	Filed bills amending existing laws and policies perpetuating existing or emerging forms of violence and discrimination against women and girls	PCW

TPOA B.2.4. Developing measures that adequately address older women's health, economic, and emotional situation to prevent poverty and isolation and ensuring the availability of elder care centers to meet the needs of older women, especially single older women and those without family support

In the 2020 Census of Population and Housing, it was observed that there are more males than females in the 0-54 age group, but from 55 years and older, females outnumbered the male. The ratio of male to female in children aged below 15 years old is 107 males per 100 females, while those in aged 15 to 64 years old, the sex ratio is 103 males per 100 females and among those aged 65 years and older, the sex ratio is 73 males per 100 females. These show that either women live longer lives or there is a higher mortality rate among males than females. Due to gender inequality in employment and wages, they tend to have lower income than their male counterparts, and this translates to lower social pension in their retirement. Moreover, women make up "a large portion of the Philippine informal sector," which makes them more vulnerable as workers in the informal sector as they often lack social protection in times of illness, disability, and old age. The provision of social protection programs for senior citizens, such as health insurance programs, is stipulated in the MCW.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of policies addressing older women's health, economic, and emotional situation developed			Developed number of policies addressing older women's health, economic, and emotional situation	Conducted number of trainings for midwives and other relevant health professionals in terms of maternal health service provision			NCSC DOH LGUs
Number of elder care centers in the Philippines (including the orientation of clients being catered to)			Established baseline data on the number of elder care centers in the Philippines (including the orientation of existing clients being catered to)	Increased number of elder care centers in the Philippines (including the orientation of clients being catered to)	Increased number of elder care centers in the Philippines (including the orientation of clients being catered to)	Increased number of elder care centers in the Philippines (including the orientation of clients being catered to)	NCSC LGUs
Number of programs addressing older women's health, economic, and emotional situation		Increased number of programs addressing older women's health, economic, and emotional situation	Increased number of programs addressing older women's health, economic, and emotional situation	Increased number of programs addressing older women's health, economic, and emotional situation	Increased number of programs addressing older women's health, economic, and emotional situation	Increased number of programs addressing older women's health, economic, and emotional situation	NCSC LGUs

TPOA B.3.1. Significantly reducing/eliminating cases of violence against women and girls

Violence against women and girls (VAWG) is a pervasive human rights concern that is rooted in the unequal power relations between men and women and takes the forms of intimate partner violence, sexual violence, forced marriage, and trafficking to name some. VAWG is a violation of women's and girls' fundamental human rights as it denies them the right to live a life free from fear and violence. Further, it denies them control over their own bodies and deters them from participating in the society's development process.

Protection of women and girls from violence is aligned with the 1987 Philippine Constitution that mandates the State to "value the dignity of every human person and guarantees full respect of human rights." It is also consistent with the provisions of the MCW on the protection of women from violence, as well as various international human rights treaties wherein the Philippines is a signatory to, such as the CEDAW, BPfA, and the SDGs.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Percentage of ever-partnered women and girls aged 15 years and older subjected to physical, sexual, or psychological violence by a current or former intimate partner in the previous 12 months					Decreased proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual, or psychological violence by a current or former intimate partner in the previous 12 months		IACVAWC members LGUs
Percentage of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months					Decreased proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months		IACVAWC members LGUs
Zero women aged 20-24 years who were married or in a union before age 15 and before age 18					Zero women aged 20-24 years who were married or in a union before age 15 and before age 18		Department of Justice (DOJ) Courts LGUs PSA

TPOA B.3.2. Developing measures to increase the help-seeking behavior of victims of violence against women and girls

The 2022 National Demographic Health Survey reveals that only 1 out of 3 (34%) women who experienced violence sought help to stop the violence, of these only 10% sought help from the barangay centers. This despite the high awareness (88% of respondents of the survey) that they can get help from the Barangay VAW Desk, the Police, and the DSWD. A study conducted by WomenLead in 2012 revealed the factors that deter women in accessing justice includes "financial constraints faced by victim-survivors, fear of retaliation, society's perception of and attitude toward women involved in sexual violence cases, fear of grave scandal affecting their families, lack of adequate and gender-sensitive response from authorities or institutions, issue of confidence with the legal system/judicial process, as well as economic concerns from the expenses incurred in filing the cases to the financial settlements at the level of lawyers or law enforcers handling their cases just because they cannot provide for the former's fees." Understanding these challenges is crucial in developing an effective support system.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of reported gender-based violence cases			Number of reported gender-based violence cases	Number of reported gender-based violence cases	Number of reported gender-based violence cases	Number of reported gender-based violence cases	DOJ
Percentage of trafficking victims who availed compensation			Issued guidelines for obtaining compensation for victims of trafficking in persons	Increased percentage of trafficking victims who availed compensation			IACAT

TPOA B.3.3. Ensuring women's meaningful and inclusive participation in all processes related to women, peace, and security, in particular concerning the adoption, implementation, and assessment of the national and regional action plans

Women's participation in peace and security will ensure that the needs and rights of all the members of society are included and addressed. The inclusion of women's perspectives can contribute to a more comprehensive and sustainable peace agreement. Women's membership in the peace panels, in the discussions and decision-making in the peace process, is pursuant to Section 29 of the MCW.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Consultations with women and CSOs on the strategies for the implementation/ assessment of the National and Regional Action Plan on Women, Peace and Security (WPS)			Facilitated consultations with women and CSOs on the strategies for the implementation/ assessment of the National and Regional Action Plan on Women, Peace and Security	Facilitated consultations with women and CSOs on the strategies for the implementation/ assessment of the National and Regional Action Plan on Women, Peace and Security	Facilitated consultations with women and CSOs on the strategies for the implementation/ assessment of the National and Regional Action Plan on Women, Peace and Security	Facilitated consultations with women and CSOs on the strategies for the implementation/ assessment of the National and Regional Action Plan on Women, Peace and Security	Office of the Presidential Adviser on Peace, Reconciliation, and Unity (OPAPRU) National Steering Committee on Women, Peace, and Security BWC LGUs

TPOA B.3.4. Strengthening victim support services and protection, including a 24/7 hotline, adequate and accessible shelters, medical treatment, psychosocial counseling, and economic support to victims in all parts of the State party

Victim support services and protection is an important factor in access to justice, promoting healing, and preventing future victimization. VAWC victim-survivor requires protection from perpetrators of VAW who often pose an immediate threat to the victim-survivor's physical safety. While there is no readily available data on retaliatory acts by VAW offenders, it should be acknowledged that this is a significant concern. Anecdotes of victims-survivors of VAW tell of their perpetrators' use of intimidation, threats, and physical violence to silence them and prevent them from seeking help. Provision of victim support services and protection is aligned with provision of the Magna Carta on the protection of women from violence (Sec. 9, RA 9710).

Key Indicator:	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of clients served by the DSWD on VAWC		Number of clients served by the DSWD on VAWC	Number of clients served by the DSWD on VAWC	Number of clients served by the DSWD on VAWC	Number of clients served by the DSWD on VAWC	Number of clients served by the DSWD on VAWC	DSWD
Presence of an integrated database for law enforcers (Philippine National Police [PNP]), social services (DSWD), and prosecution and trial (DOJ/ IACAT)				Developed or integrated database from existing database of law enforcer (PNP), social services (DSWD), and prosecution and trial (DOJ/IACAT)			DSWD PNP DOJ

TPOA B.3.5. Ensure the systematic collection and analysis of data on trafficking, disaggregated by age, sex, nationality of victims, and forms of trafficking

Key Indicator:	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
National database on trafficking established			Developed policy on the collection and analysis of data on trafficking disaggregated by age, sex, nationality of victims, and forms of trafficking Conducted training on the systematic collection and analysis of data on trafficking Established national database on trafficking	Conducted training on the systematic collection and analysis of data on trafficking			IACAT

TPOA B.3.6. Raising public's awareness and conducting policing and investigation to detect sexual exploitation online

Trafficking in persons is a global issue and is considered as a violation of human rights. Victims of trafficking are often subjected to forced labor, sexual exploitation, or other forms of exploitation. Sex trafficking, labor trafficking, and organ trafficking are some of its forms. Women are most often victims of sex trafficking, where traffickers take advantage of poverty and lack of awareness to lure women with a promise of a better life for them and their families. Educating the public about the dangers of trafficking and how to prevent it is one strategy in its prevention. Raising the public's awareness as a prevention measure, as well as the conduct of policing and investigation to detect sexual exploitation online, is aligned with the provisions of the Anti-Trafficking in Persons Act (RA 9208 as amended by RA 10364).

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Communication plan and anti-TIP materials developed			Conducted a number of awareness campaigns for the general public on the criminal nature of all forms of gender-based violence Number of awareness campaigns on the risks of trafficking and online sexual exploitation	Conducted a number of awareness campaigns for the general public on the criminal nature of all forms of gender-based violence Number of awareness campaigns on the risks of trafficking and online sexual exploitation	Conducted a number of awareness campaigns for the general public on the criminal nature of all forms of gender-based violence Number of awareness campaigns on the risks of trafficking and online sexual exploitation	Conducted a number of awareness campaigns for the general public on the criminal nature of all forms of gender-based violence Number of awareness campaigns on the risks of trafficking and online sexual exploitation	PCW IACAT IACVAWC IAOCSSA
Number of partnerships with the private sector on the prosecution of trafficking cases forged	Number of existing partnerships with private sector to identify and prosecute perpetrators forged		Increased number of existing partnerships with private sector to identify and prosecute perpetrators forged	Increased number of existing partnerships with private sector to identify and prosecute perpetrators forged	Increased number of existing partnerships with private sector to identify and prosecute perpetrators forged	Increased number of existing partnerships with private sector to identify and prosecute perpetrators forged	DOJ

TPOA B.3.7. Investigating and prosecuting all acts of harassment, gender-based violence, discrimination, and intimidation and reprisals against women human rights defenders, and providing remedies and reparations to victims

Human rights defenders often face multiple forms of violence and harassment. From red-tagging, threat of violence, and illegal detention. Women human rights defenders, on the other hand, face unique challenges and gender-based violence and discrimination, such as physical violence (beating, sexual assault, threats of violence), psychological violence (harassment, intimidation, stalking, threats to family members), and digital violence (online harassment, doxing, and cyberbullying). Women human rights defenders often challenge the patriarchal norms and power structures that make them a target of those with conservative views. To ensure protection of women human rights defenders, it is crucial that evidence-based programs and policies are established.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Sex-disaggregated data on all types of harassment, gender-based violence, discrimination, and intimidation committed against women human rights defenders established			Established registry of all types of harassment, gender-based violence, discrimination, and intimidation committed against women human rights defenders, disaggregated by sex	Published data on all types of harassment, gender-based violence, discrimination, and intimidation committed against women human rights defenders	Published data on all types of harassment, gender-based violence, discrimination, and intimidation committed against women human rights defenders	Published data on all types of harassment, gender-based violence, discrimination, and intimidation committed against women human rights defenders	IACVAWC DOJ PNP
Percentage of cases on harassment, gender-based violence and discrimination, and intimidation committed against women human rights defenders investigated			Increased percentage of cases on harassment, gender-based violence and discrimination, and intimidation committed against women human rights defenders investigated	Increased percentage of cases on harassment, gender-based violence and discrimination, and intimidation committed against women human rights defenders investigated	Increased percentage of cases on harassment, gender-based violence and discrimination, and intimidation committed against women human rights defenders investigated	Increased percentage of cases on harassment, gender-based violence and discrimination, and intimidation committed against women human rights defenders investigated	DOJ National Bureau of Investigation (NBI) PNP

TPOA B.4.1. Introducing preferential recruitment of women to the judiciary, the public service, and the foreign service, including in diplomatic missions, and support the women candidates applying to international organizations

Pursuant to MCW, temporary special measures, such as quota system and other preferential treatment and affirmative action, shall be established to accelerate de facto equality between women and men. The quota system is seen to address historical and ongoing inequalities and to promote diversity and inclusion that will give women a voice in shaping public policy.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Percentage of women in national and local elective positions			Increased percentage of women in national and local elective positions			Increased percentage of women in national and local elective positions	Commission on Elections (COMELEC)
Percentage of women candidates vis-a-vis share in national and local elective positions			Increased percentage of women candidates for 12 May 2025 national and local elections up to 7% for senatorial and local elections			Increased percentage of women candidates vis-a-vis share in national and local elective positions	COMELEC

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Percentage of women appointed to third level/ executive/ managerial positions in government		50% representation of women in third level/executive/ managerial positions in government	50% representation of women in third level/executive/ managerial positions in government	50% representation of women in third level/executive/ managerial positions in government	50% representation of women in third level/executive/ managerial positions in government	50% representation of women in third level/executive/ managerial positions in government	OP CESB CSC
Percentage of women judges		Increased percentage of women judges	Increased percentage of women judges	Increased percentage of women judges	Increased percentage of women judges	Increased percentage of women judges	OP Judicial Bar Council Supreme Court
Percentage of women in peace panels		Increased percentage of women in peace panels	Increased percentage of women in peace panels	Increased percentage of women in peace panels	Increased percentage of women in peace panels	Increased percentage of women in peace panels	OP OPAPRU
Percentage of women in the military, by decision level position, and rank and file - including reservist force		Increased percentage of women in the military, by decision level position, and rank and file - including reservist force	Increased percentage of women in the military, by decision level position, and rank and file - including reservist force	Increased percentage of women in the military, by decision level position, and rank and file - including reservist force	Increased percentage of women in the military, by decision level position, and rank and file - including reservist force	Increased percentage of women in the military, by decision level position, and rank and file - including reservist force	AFP Philippine Army Philippine Air Force Philippine Navy
Percentage of the police, by decision level position, and rank and file		Increased percentage of the police, by decision level position, and rank and file	Increased percentage of the police, by decision level position, and rank and file	Increased percentage of the police, by decision level position, and rank and file	Increased percentage of the police, by decision level position, and rank and file	Increased percentage of the police, by decision level position, and rank and file	PNP

TPOA B.4.2. Increasing quotas and targeted campaign financing to improve the representation of women at all levels of government, as well as in the judiciary, the public service, the foreign service, academia and international organizations, in particular at decision-making levels

Significantly increasing the number of women in decision-making positions can lead to policies that better address women's needs and concerns and contribute to gender equality.

Key Indicator:	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Presence of bills on political participation and representation and the establishment of a Women's Empowerment Fund filed in Congress			Filed bills on political participation and representation in Congress, and established a Women's Empowerment Fund				PCW COMELEC House of Representatives Senate

TPOA B.4.3. Raising awareness, in collaboration with the media, among politicians, religious and community leaders, and the general public on the importance of the full, independent, and democratic participation of women on an equal basis with men in political and public life

A crucial step in achieving gender equality is changing the deeply ingrained social norms and cultural practices that perpetuate gender inequality. Instituting policy change coupled with sustained and purposive advocacy, awareness campaigns targeting politicians, religious community leaders, and the general public could bring a more sustained change.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of social media or media exposure per quarter posted or broadcasted, informing the public how the COMELEC involves women and youth in its activities Information, Education, and Communication (IEC) materials on the promotion of women's political participation disseminated			Increased the number of awareness campaigns by 10% compared to previous years through social media platforms for politicians, community leaders, and the general public on the importance of the full, independent, and democratic participation of women on an equal basis with men in political and public life	Increased the number of awareness campaigns by 10% compared to previous years through social media platforms for politicians, community leaders, and the general public on the importance of the full, independent, and democratic participation of women on an equal basis with men in political and public life	Increased the number of awareness campaigns by 10% compared to previous years through social media platforms for politicians, community leaders, and the general public on the importance of the full, independent, and democratic participation of women on an equal basis with men in political and public life	Increased the number of awareness campaigns by 10% compared to previous years through social media platforms for politicians, community leaders, and the general public on the importance of the full, independent, and democratic participation of women on an equal basis with men in political and public life	COMELEC

TPOA B.4.4. Increasing climate change and disaster risk management literacy and awareness among communities, women and girls, including rural women and women with disabilities, to empower them with the knowledge needed to demand their rights and effectively participate in climate change-related decision-making

Disasters, and climate change impact men and women differently due to the difference in gender roles, economic disparity, and cultural norms. Cultural norms dictate that women bear the responsibility of caring for children, the sick, and the elderly, hindering their ability to evacuate or seek safety during disaster. Further, this limits their access to information about disaster preparedness, early warning systems, and emergency response plans.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of disaster risk management literacy and awareness campaigns		Conducted disaster risk management literacy and awareness among communities, including rural women and women with disabilities	Conducted disaster risk management literacy and awareness among communities, including rural women and women with disabilities	Conducted disaster risk management literacy and awareness among communities, including rural women and women with disabilities	Conducted disaster risk management literacy and awareness among communities, including rural women and women with disabilities	Conducted disaster risk management literacy and awareness among communities, including rural women and women with disabilities	National Disaster Risk Reduction and Management Council (NDRRMC) LGUs
Number of women, including rural women and women with disabilities, consulted in terms of disaster risk reduction and resiliency		Conducted community-based consultations with women in terms of disaster risk reduction and resiliency	Conducted community-based consultations with women in terms of disaster risk reduction and resiliency	Conducted community-based consultations with women in terms of disaster risk reduction and resiliency	Conducted community-based consultations with women in terms of disaster risk reduction and resiliency	Conducted community-based consultations with women in terms of disaster risk reduction and resiliency	Climate Change Commission (CCC) NDRRMC LGUs

TPOA B.5.1. Developing and implementing a comprehensive strategy targeting community and religious leaders, teachers, girls and boys, and women and men to eliminate discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society

Eliminating discriminatory and harmful stereotypes requires sensitivity especially when it comes to religious individuals. Strategies to implement advocacy campaigns for community and religious individuals include engaging in discussion that highlights interpretation of religious texts that promote equality and justice, sharing personal stories of individuals harmed by gender stereotypes and building a relationship of trust by listening actively and empathically to the concerns and perspectives of religious individuals.

Key Indicator:	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of advocacy campaigns for community and religious leaders on the elimination of discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society		Number of advocacy campaigns for community and religious leaders on the elimination of discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society increased	Number of advocacy campaigns for community and religious leaders on the elimination of discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society increased	Number of advocacy campaigns for community and religious leaders on the elimination of discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society increased	Number of advocacy campaigns for community and religious leaders on the elimination of discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society increased	Number of advocacy campaigns for community and religious leaders on the elimination of discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society increased	PCW CHR CPD CSWD DepEd LGUs
Number of advocacy campaigns in primary, secondary, and higher education institutions on the elimination of discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society		Number of advocacy campaigns in primary, secondary, and higher education institutions on the elimination of discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society increased	Number of advocacy campaigns in primary, secondary, and higher education institutions on the elimination of discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society increased	Number of advocacy campaigns in primary, secondary, and higher education institutions on the elimination of discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society increased	Number of advocacy campaigns in primary, secondary, and higher education institutions on the elimination of discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society increased	Number of advocacy campaigns in primary, secondary, and higher education institutions on the elimination of discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society increased	DepEd CHED LGUs
Number of capacity-building sessions for public officials and the media, as well as private sector representatives on addressing discriminatory gender stereotypes and promoting the use of gender-responsive language		Number of capacity-building sessions for public officials and the media, as well as private sector representatives on addressing discriminatory gender stereotypes and promoting the use of gender-responsive language increased	Number of capacity-building sessions for public officials and the media, as well as private sector representatives on addressing discriminatory gender stereotypes and promoting the use of gender-responsive language increased	Number of capacity-building sessions for public officials and the media, as well as private sector representatives on addressing discriminatory gender stereotypes and promoting the use of gender-responsive language increased	Number of capacity-building sessions for public officials and the media, as well as private sector representatives on addressing discriminatory gender stereotypes and promoting the use of gender-responsive language increased	Number of capacity-building sessions for public officials and the media, as well as private sector representatives on addressing discriminatory gender stereotypes and promoting the use of gender-responsive language increased	PCW MGEC members NGAs LGUs

TPOA B.5.2. Taking targeted measures, including awareness-raising and shared parental leave, to promote equal sharing of domestic and childcare responsibilities, as well as responsible fatherhood

Shared parenting wherein the father not only provides financial support but is also physically active in child-rearing, fosters healthier development and stronger family bonds. Shared parenting can significantly impact a child's emotional, social, and cognitive development. Fathers who are actively involved in their children's development often report higher levels of life satisfaction.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Percentage of *Pantawid* families who attended Family Development Sessions		Increased percentage of *Pantawid* families who attended Family Development Sessions	Increased percentage of *Pantawid* families who attended Family Development Sessions	Increased percentage of *Pantawid* families who attended Family Development Sessions	Increased percentage of *Pantawid* families who attended Family Development Sessions	Increased percentage of *Pantawid* families who attended Family Development Sessions	DSWD

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of couples who attended Pre-Marriage Orientation and Counselling		Increased number of couples who attended Pre-Marriage Orientation and Counselling	Increased number of couples who attended Pre-Marriage Orientation and Counselling	Increased number of couples who attended Pre-Marriage Orientation and Counselling	Increased number of couples who attended Pre-Marriage Orientation and Counselling	Increased number of couples who attended Pre-Marriage Orientation and Counselling	CPD LGUs
Number of awareness campaigns for the general public on the promotion of equal sharing of domestic and childcare responsibilities		Increased number of awareness campaigns for the general public on the promotion of equal sharing of domestic and childcare responsibilities	Increased number of awareness campaigns for the general public on the promotion of equal sharing of domestic and childcare responsibilities	Increased number of awareness campaigns for the general public on the promotion of equal sharing of domestic and childcare responsibilities	Increased number of awareness campaigns for the general public on the promotion of equal sharing of domestic and childcare responsibilities	Increased number of awareness campaigns for the general public on the promotion of equal sharing of domestic and childcare responsibilities	PCW DSWD CPD LGUs
Number of awareness campaigns specifically for men on sharing of domestic and childcare responsibilities and responsible fatherhood		Increased number of awareness campaigns specifically for men on sharing of domestic and childcare responsibilities and responsible fatherhood	Increased number of awareness campaigns specifically for men on sharing of domestic and childcare responsibilities and responsible fatherhood	Increased number of awareness campaigns specifically for men on sharing of domestic and childcare responsibilities and responsible fatherhood	Increased number of awareness campaigns specifically for men on sharing of domestic and childcare responsibilities and responsible fatherhood	Increased number of awareness campaigns specifically for men on sharing of domestic and childcare responsibilities and responsible fatherhood	PCW DSWD CPD LGUs

TPOA B.5.3. Providing systematic capacity building on women's equal rights in marriage and family relations and upon their dissolution, as well as on women's equal inheritance rights, for the judiciary, including traditional justice actors, custodians of customary law and women and girls, especially in rural areas

Section 19 of the MCW provides that the State shall take appropriate measures to eliminate discrimination against women in all matters relating to marriage. Traditional views of some judiciary officials about gender roles may lead to biased decisions in cases involving custody, property division, or spousal support.

Key Indicator	Baseline	Performance Targets by Year					Responsible Agencies
		2024	2025	2026	2027	2028	
Number of competency enhancement trainings for judges and court personnel, prosecutors, social workers, and law enforcers		Increased number of competency enhancement trainings for judges and court personnel, prosecutors, social workers, and law enforcers	Increased number of competency enhancement trainings for judges and court personnel, prosecutors, social workers, and law enforcers	Increased number of competency enhancement trainings for judges and court personnel, prosecutors, social workers, and law enforcers	Increased number of competency enhancement trainings for judges and court personnel, prosecutors, social workers, and law enforcers	Increased number of competency enhancement trainings for judges and court personnel, prosecutors, social workers, and law enforcers	Supreme Court Philippine Judicial Academy (PHILJA) DOJ DSWD PNP
Percentage of local judiciary officials provided with capacity-building sessions		Increased percentage of local judiciary officials provided with capacity-building sessions	Increased percentage of local judiciary officials provided with capacity-building sessions	Increased percentage of local judiciary officials provided with capacity-building sessions	Increased percentage of local judiciary officials provided with capacity-building sessions	Increased percentage of local judiciary officials provided with capacity-building sessions	Supreme Court PHILJA

SECTION 6: PLAN OF WORK: 2024-2028

MATRIX 1: PLAN OF WORK: 2024-2028

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **Thematic Program of Action A.1.1:** Strengthening the planning, budgeting, monitoring, evaluation, accountability, and learning for GAD programs in government agencies and other government instrumentalities							
PT 1: Increased number of technical assistance on GAD provided to LGUs	Local	Conduct of continuous technical assistance/ capacity development/ advocacy activities on GAD for LGUs	Technical assistance on GAD provided to LGUs	Q2 to Q4	DILG	DILG and PCW GAA Agency and LGU counter-parting DBM: The government aims to allocate ₱83 billion for GAD, while ₱480 million will be allocated for people with disabilities, senior citizens, and gender responsiveness	Funding may not be enough to cover all LGUs
PT 2: Increased number of national government agencies and local government units that submitted their annual GAD plans and budgets	National	Conduct of continuous technical assistance on GAD for national government agencies	Technical assistance on GAD provided to national government agencies	Q2 to Q4	DILG PCW	TBD	
PT 3: Increased percentage of national government agencies and local government units with endorsed GPBs		Monitoring of the submission of GAD Plans and Budgets and GAD Accomplishment Reports	• Number of national and local government agencies that submitted their annual GPBs increased • Number of national and local government agencies with endorsed GPBs increased	Q2 to Q4	DILG PCW	TBD	
PT 4: Number of national government agencies and local government units with established/ enhanced M&E systems to monitor and evaluate GAD PAPs	National	• Conduct of technical assistance on the establishment of functional M&E systems for national government agencies and local government units • Monitoring of national government agencies and local government units with established/ enhanced M&E Systems	• Technical assistance on the establishment of functional M&E systems provided to NGAs and LGUs • Number of national government agencies and local government units with established/ enhanced M&E systems to monitor and evaluate GAD PAPs increased	Q2 to Q4	DILG PCW	TBD	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **TPOA A.1.2.** Establishing Gender and Development Databases to facilitate gender analysis and evidence-based policymaking and programming on women's human rights							
PT 1: Issued operational guidelines on the establishment, maintenance, and use of the GAD database	National	• Consultation meeting with PSA on the establishment of GAD database • Finalization and issuance of the Joint Memorandum Circular on the Establishing and Maintenance of Statistical GAD Database based on the approved PSA Board Resolution No. 12, s. 2023 on Enjoining All Government Agencies to Promote Gender Concerns through the Generation of Gender Statistics	• Conducted consultation with PSA • Policy on the establishment of GAD database established	Q2 to Q4	DILG PSA	TBD	Funding may not be enough to cover all LGUs
		• Formulation and issuance of the operational guidelines/ module on the establishment, maintenance, and use of the GAD database • Roll out activities on the guidelines and assessment of Agency Readiness Assessment Criteria (ARAC) tool on establishing Statistical GAD Database					
PT 2: Conducted advocacy campaigns on the establishment of GAD database	National	Conduct of capacity-building interventions: technical assistance, consultations, skill-based trainings on the establishment of GAD Database	• Conducted advocacy campaigns on the establishment of GAD database • Technical assistance provided on the establishment of a functional database • Training module on establishing maintenance and use of the GAD Database by 2nd quarter of 2025	Q2 to Q4	PSA PSRTI PCW	TBD	
PT 3: Number of national government agencies and local government units with functional GAD databases	National	Monitoring of national government agencies and local government units with functional GAD databases	Monitoring report on the establishment of functional GAD databases in national government agencies and local government units	Q2 to Q4	PSA PCW	TBD	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **TPOA A.1.3.** Addressing gender-based poverty through the Local Poverty Reduction Action Plans							
PT 1: Increased local government units with LPRAPs integrated with gender-based poverty reduction targets/indicators	Local	Conduct of comprehensive orientations on the integration of gender-based poverty reduction targets/ indicators in priority LGUs	• Orientations conducted in priority LGUs • Number of policy recommendations endorsed by 2nd quarter of 2024	Q2 to Q4	NAPC	TBD	Funding may not be enough to cover all LGUs
PT 2: Included gender-based poverty reduction-related policies, programs, or activities in the National Poverty Reduction Plan (NPRP)	Local	Identification of gender-specific anti-poverty programs, activities, and projects for inclusion in the NPRP for national-level monitoring and evaluation	Number of policies, programs, and activities monitored and included in the NPRP	Q2 to Q4	NAPC	TBD	LGU reporting may not reflect GAD-related poverty reduction initiatives

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **TPOA A.1.4.** Improving the level of functionality of the GAD Focal Point System							
PT 1: Increased number of national government agencies and local government units that have administered the GFPS Functionality Assessment Tool (GFAsT)	National	Monitoring of national government agencies and local government units on the use of the GFPS Functionality Assessment Tool	Advocacy activities on the use of GFAsT conducted	Q3 to Q4	DILG PCW	TBD	
PT 2: Increased number of national government agencies and local government units with a self-assessment score of "functional" in the GFPS Functionality Assessment Tool			Monitoring report on the utilization of the GFPS Functionality Assessment Tool	Q3 to Q4	DILG PCW	TBD	
PT 3: Conducted a number of capacity-development sessions on the use of the GFPS Functionality Assessment Tool	Local	Conduct of advocacy activities on the utilization of PCW's GFAsT	• Advocacy activities conducted • Continued provision of technical assistance to regional offices and LGUs from 1st to 3rd quarter of 2027 and 2028 • Number of NGAs and LGUs with functional GFPS increased	Q1 to Q3 of 2027 and 2028	DILG PCW	TBD	Limited knowledge of NGAs and LGUs' Key Officials on the relevance of GAD

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **TPOA A.2.1** Strengthening the mandate of the Philippine Commission on Women by providing it with adequate human, technical, and financial resources to coordinate all public policies and strategies for the advancement of women and gender equality							
PT 1: Reviewed the organizational structure of the Philippine Commission on Women	National	Review organizational structure of the PCW.	Organizational structure reviewed, proposed structure (rightsizing) of PCW		CSC DBM OP	TBD	Priorities of the administration
PT 2: Increased operational budget for the implementation of national gender mainstreaming initiatives	National	Increase operational budget for the implementation of national gender mainstreaming initiatives.	Operational budget of the PCW increased		DBM	TBD	Priorities of the administration

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **TPOA A.2.2.** Strengthening the framework for gender equality through increased cooperation between the Philippine Commission on Women and local authorities, as well as with civil society, in particular women's rights organizations							
PT 1: Forged/ Maintained a number of partnership agreements	National	Establishment of partnerships with CSOs/NGOs aiming for the promotion and realization of gender equality in the Philippines	Number of existing partnership agreements with CSOs/NGOs		PCW	TBD	Limited resources of the PCW to facilitate the engagements
PT 2: Conducted two (2) consultations/ feedback fora with civil society organizations	National	Conduct of consultations/ feedback fora with civil society organizations	Consultations conducted		PCW	TBD	Limited resources of the PCW to facilitate the engagements

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **TPOA A.3.1** Strengthening the Gender Ombud Mechanism							
PT 1: Resolved a percentage of women's human rights violation/ cases	National	Provide legal assistance to women victims of human rights violations.	Report on legal assistance provided to women for human rights violation-related cases		CHR	TBD	
PT 2: Provided a number of victims of gender-based human rights violation with legal assistance/ services			Number of women clients provided with legal assistance/ services				

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.1.1.** Facilitating the transition of workers and economic units from the informal to the formal economy							
PT 1: Filed bills in Congress facilitating the transition of workers and economic units from the informal to the formal economy	National	• Endorsement of resolutions, position papers, and other policy instruments; dissemination of Information, Education, and Communication materials • Conduct of consultative/ convergent platforms • Preparation of proposal/s/ enhancement of the MACWIE bill	• Number of policy recommendations issued • Number of IEC materials disseminated • Number of consultative and convergent platforms organized in support of the passage of the Magna Carta for Workers, Enterprises, and Organizations in the Informal Economy • Submission of the proposed bill to Congress by last quarter of 2024		NAPC DOLE SSS Pag-IBIG PCW	TBD	• Passage of the bill is outside agency control • Exploration of other policy instruments toward the same outcome as a short-term goal

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.1.2.** Enforcing the principle of equal pay for work of equal value and adopting measures to close the gender pay gap							
PT 1: Increased female labor force participation rate PT 2: Decreased percentage of vulnerable employment among employed women	National	Conduct of advocacy and capacity-building activities to increase labor force participation rate of women and decrease vulnerable employment among employed women	Advocacy activities to increase labor force participation rate of women and decrease vulnerable employment among employed women conducted	Q1 to Q4	DOLE	TBD	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.1.3.** Encouraging women to actively participate in trade unions and provide enabling and safe environments free from discrimination and intimidation and use temporary special measures to ensure women's participation in the leadership of trade unions							
PT 1: Increased number of private and public-sector unions and workers' associations registered with equitable access of men and women to membership and leadership	National	Incorporate in the Workers' Organization Development Program (WODP) training programs the topics on basic gender sensitivity in the collective negotiation processes and leadership for union members and officers	• Number of union members/leaders who benefited from the WODP trainings with GAD topics • Number of union members/leaders who benefited from WODP scholarship		DOLE	TBD	

PT 2: Increased number of women's groups participating in sector consultations in the formal labor sector	National	Ensure the involvement of women's groups in formal labor sector consultations	Participation of women's groups in formal labor sector consultations		DOLE	TBD	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.1.4.** Strengthening workplace health and safety protection of women workers							
Percentage of private establishments complying with the following requirements: • RA 1120 or the 105-Day Expanded Maternity Leave Law • Solo Parent Leave under RA 8972 or the Solo Parents Welfare Act • VAWC Leave under RA 9262 or the Anti-Violence Against Women and Their Children Act of 2004 • Special Leave Benefit under RA 9710 or the MCW • Established Lactation Stations and provision of lactation breaks under RA 10028 or the Expanded Breastfeeding Promotion Act of 2009	National	Conduct of regular inspections of private establishments and technical advisory visits for MSMEs	Number of establishments visited/clients who benefited		DOLE	TBD	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.1.5.** Intensifying efforts to ensure service delivery in rural areas to promote access of rural and indigenous women to formal employment and modern farming technologies							
PT 1: Increased number of beneficiaries provided with support for marketing and credit	National	Provide support for marketing and credit for women, including from rural and indigenous groups.	Number of beneficiaries provided with support for marketing and credit		DA	TBD	Limited number of women farmers availing the service

PT 2: Increased number of beneficiaries provided with capacity-building trainings, including the use of women-friendly technologies		Provide capacity-building activities for women's groups, including the use of women-friendly technologies.	Number of beneficiaries provided with capacity-building training, including the use of women-friendly technologies.				
PT 3: Increased number of capacity-building sessions conducted for women's groups			Number of capacity-building sessions conducted for women's groups				

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.1.6.** Ensuring that women have access equal to that of men to land ownership, low-interest loans, entrepreneurship opportunities, and information and communications technology so that they may engage in e-commerce and cross-border trade with regard to their goods and products							
PT 1: Increased proportion of women (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider	National	Conduct of advocacy activities on the enrollment of women in banks or other financial institutions	Conduct of advocacy activities on the enrollment of women in banks or other financial institutions conducted		BSP		
PT 2: Increased number of women and men holders of land ownership instruments: • Emancipation patent (EP) • Certificate of land ownership agreement (CLOA) • Certificate of ancestral land title (CALT) • Certificate of ancestral domain title (CADT)	National	• Design capacity-building intervention: technical assistance, consultations, skill-based training in the form of product knowledge and mentoring • Implement "Support to Parcelization of Lands for Individual Titling." • Facilitate land distribution.	• Number of women provided with support services increased • Number of women holders of land ownership instruments increased: • Emancipation patent (EP) • Certificate of land ownership agreement (CLOA) • Certificate of ancestral land title (CALT) • Certificate of ancestral domain title (CADT)		DAR	TBD	Active cases, active claimants, and/or conversion issues
PT 3: Increased number of women trained on e-commerce and cross-border trading		Conduct of capacity-building activities for women on e-commerce and cross-border trading	Capacity-building activities for women on e-commerce and cross-border trading conducted		DTI	TBD	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.1.7.** Recognizing, reducing, and redistributing the burden of unpaid care work placed on women by providing affordable childcare facilities and care services for older persons, and ensuring that women employed in family businesses are adequately remunerated and have access to social protection schemes							
PT 1: Increased number of studies on unpaid care work	National	• Conduct community survey. • Prepare study and analysis. • Develop methodology to measure unpaid care and domestic work in the national and regional level, through the conduct of labor force survey.	• At least 50% of every barangay surveyed by last quarter of 2026 • Approved methodology and national definition of unpaid care and domestic work in the PSA board for use and ride in the labor force survey by last quarter of 2024		SSS Pag-IBIG PSA	₱40,000	Available facility of the LGU Budget constraints
PT 2: Increased number of government agencies offering flexible work arrangements	National	• Prepare guidelines and policies on the grant of benefits for government agencies implementing flexible work arrangements. • Monitor compliance/ adherence to the policy on flexible work arrangements.	• Policy and guidelines on the grant of benefits for government agencies implementing the flexible work arrangements issued • Number of government agencies offering flexible work arrangements		SSS Pag-IBIG CSC	TBD	Flexible work arrangements dependent on the respective agency/office's function
PT 3: Increased number of female spouses (devoting full time to managing the household and family affairs) with social insurance coverage	National	To conduct information campaigns through social media and SSS on e-wheels	Number of covered SSS members every last quarter of the year increased		SSS	TBD	• Low take-home pay of working spouses • There should be a law providing government subsidy to low-income earners for social insurance coverage of full-time female spouses.

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.1.8.** Accelerating the review of the legislation on day-care centers, ensuring allocation of sufficient financial resources, including through private sector investments							
PT 1: Increased percentage of barangays with day-care centers and Child Development Centers and Home-based ECCD Programs	National	Lobbying with Congress on the passing of Magna Carta on Child Development Workers Law	Percentage of barangays with Child Development Centers and home-based ECCD Programs		ECCD	TBD	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.1.9.** Ensuring the availability of elder care centers to meet the needs of older women, especially single older women and those without family support							
PT 1: Increased percentage of LGUs with gender-sensitive senior citizens center and/or residential care/group homes	Local	• Assessing the LGUs' capacity for care services for older persons • Strengthening hands-on support; program-based support with the LGUs concerned	• Increase number of female old-age pensioners by 2nd quarter annually • Increase of 10% in membership for municipalities without Senior Citizens Center from 2026 to 2028		Government Service Insurance System (GSIS) SSS Pag-IBIG NCSC DILG	TBD	• Uncooperative LGUs • LGU data incomplete or not updated • Budget constraints
		• Build partnerships with the Department of the Interior and Local Government and Local Government Units for technical assistance and funding support. • Advocating for passages of local ordinances • Provide facility for Senior Citizens Center in the barangay.	Percentage of LGUs with senior citizens center and/or residential care/group homes increased				

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.2.1:** Encouraging girls and women to enroll in male-dominated fields of study, such as science, technology, engineering and mathematics (STEM)							
PT 1: Increased number of schools implementing the CGP	National	Conduct orientation programs and career counseling in secondary and higher education institutions (HEIs) and establish national and regional baseline data on the number of enrollees in STEM courses (disaggregated by sex).	• Implement the Career Guidance Program (CGP). • Extract disaggregated baseline data from the Learner Information System (LIS) and/or Enhanced Basic Education Information System (EBEIS) in coordination with appropriate DepEd offices (Education Management Information System Division). • Develop materials for dissemination. • Conduct orientation programs and career counseling for graduating SHS female students. • Develop IEC materials packaged to encourage female students to enrol in male-dominated courses which include STEM.		DepEd CHED	DepEd – GAA ₱800,000 (₱50,000 per region for 16 regions) for orientation programs and career counseling per year ₱800,000 for IEC production per year	CHED workload and timeframe
PT 2: Increased number of girls enrolled in STEAM courses		Gender-responsive, age-appropriate, culturally sensitive, and scientifically accurate CSE curricula developed	Number of gender-responsive, age-appropriate, culturally sensitive, and scientifically accurate CSE curricula developed				
PT 3: Developed a number of materials		Conduct comprehensive training for teachers on CSE topics.	Number of teachers trained				

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.2.2** Strengthening the implementation of comprehensive sexuality education (CSE) at all levels of education and ensuring the availability of sexual, reproductive, and maternal health services, especially for women in marginalized sectors							
Performance Target 1: Increased number of national and regional trainings for relevant stakeholders on the integration of CSE curriculum across learning areas conducted	National	• National and regional trainings for relevant stakeholders on the integration of CSE curriculum across learning areas conducted • Integration of CSE into the curriculum into more schools • Curriculum review and validation • Capacity-building	Revised curriculum with CSE integrated		DepEd	DepEd-GAA	
PT 2: Increased number of primary and secondary schools with CSE		National and regional baseline data on the number of primary and secondary schools with CSE curriculum integrated across learning areas established	Data gathering				

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.2.3.** Reviewing and amending existing laws and policies to address existing or emerging forms of violence and discrimination against women and girls, taking into account the special protection needs of disadvantaged and marginalized groups of women, including rural women, women with disabilities, migrant women, older women, and lesbian, bisexual, transgender, and intersex women							
PT 1: Conducted a desk review of existing laws and policies addressing existing or emerging forms of violence and discrimination against women and girls	National	Desk review of existing laws and policies addressing existing or emerging forms of violence and discrimination against women and girls conducted	Number of policy briefs or recommendations for amendment of existing laws and policies perpetuating existing or emerging forms of violence and discrimination against women and girls formulated		PCW	GAA	Overlapping and intervening tasks

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
PT 2: Facilitated lobbying meetings for the amendment of existing or emerging forms of violence and discrimination against women and girls		Formulation of the new Women's Priority Legislative Agenda (WPLA), which includes the amendment of existing laws and policies addressing existing or emerging forms of violence and discrimination against women and girls Conduct of lobbying meetings	• WPLA developed • Lobbying meetings for the amendment of existing or emerging forms of violence and discrimination against women and girls facilitated • Bills amending existing laws and policies perpetuating existing or emerging forms of violence and discrimination against women and girls filed		PCW	GAA	Alignment of the WPLA with the priorities of the elected officials

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.2.4:** Developing measures that adequately address older women's health, economic, and emotional situation to prevent poverty and isolation and ensuring the availability of elder care centers to meet the needs of older women, especially single older women and those without family support							
Developed a number of policies addressing older women's health, economic, and emotional situation		Desk review					
Established baseline data on the number of elder care centers in the Philippines (including the orientation of existing clients being catered to)		Data gathering	Baseline data on elder care center				
Conducted a number of trainings for midwives and other relevant health professionals in terms of maternal health service provision conducted		Conduct of trainings					
Implemented a number of programs addressing older women's health, economic, and emotional situation		Database of programs					

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.3.1:** Significantly reducing/eliminating cases of violence against women and girls							
PT 1: Decreased percentage of cases of violence against women and girls		Continuous conduct of the inter-agency measures to address cases of violence against women and girls	• Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual, or psychological violence by a current or former intimate partner in the previous 12 months decreased • Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months decreased • Zero women aged 20-24 years who were married or in a union before age 15 and before age 18		IACVAWC IACAT PCW		

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.3.2.** Developing measures to increase the help-seeking behavior of victims of violence against women and girls							
PT 1: Increased percentage of women clients provided with free legal aid services, including the data in rural and remote areas Number of reported gender-based violence cases		Strengthening the DOJ Action Center (DOJAC) in all Regional, Provincial, and City Prosecution Offices			DOJ	GAA	Budgetary restraints and personnel
PT 2: Developed and disseminated a number of IEC materials on mechanisms and procedures for seeking remedies for violations of the rights of women and girls		• Development of guidelines for obtaining compensation for victims of trafficking in persons • Continue to disseminate IEC materials against trafficking in persons at the local levels (regional, provincial, city, municipality, and barangay levels through the local IACATs)	• Guidelines for obtaining compensation for victims of trafficking in persons issued • Percentage of victims who availed compensation increased		DOJ	GAA	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
PT 3: Conducted a number of trainings for the judiciary and law enforcement officials on women's human rights and gender-sensitive interrogation and investigation methods		• To create and establish a social services and counseling division (SSCD) in all judicial regions, including the hiring of the necessary staff to cater to the needs of women and children who avail the services of family courts • Conduct of training for prosecutors/ continue to include the topic on women's human rights and gender sensitivity in the prosecution of cases	• Appointment of social work adviser-Office of Court Administrator appointed • Number of SSCD established (at least one per region) by 4th quarter of 2026 • Number of prosecutors trained increased		Supreme Court DOJ	Supreme Court ₱39,000,000	Budget and personnel

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.3.3.** Ensuring women's meaningful and inclusive participation in all processes related to women, peace and security, in particular concerning the adoption, implementation, and assessment of the national and regional action plans							
PT 1: Facilitated a number of consultations with women and CSOs on the strategies for the implementation/ assessment of the National and Regional Action Plan on Women, Peace and Security		• Development of a Monitoring, Evaluation, Accountability, and Learning (MEAL) Framework and Plan • Localization of the National Action Plan on Women, Peace and Security (NAPWPS) • Amendment of EO 865, s. 2010 to include CSO Representation in the National Steering Committee on Women, Peace, and Security (NSCWPS)	• Presence of a MEAL Framework and Plan by October 2024 • Localization of the NAPWPS in five Priority Regions (with provinces, cities, and municipalities included in the consultation sessions and as stakeholders and implementers of the Regional Action Plan) by last quarter of 2024 • Submission of the EO 865 Amendment to the OP by 2nd quarter of 2024		OPAPRU	GAA Support from international partners	• Willingness of CSO representatives to be engaged by the NSCWPS • Technical capacity of NSCWPS TWG to accomplish the MEAL Framework to be developed • Human and Financial resources

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.3.4.** Strengthening victim support services and protection, including a 24/7 hotline, adequate and accessible shelters, medical treatment, psychosocial counseling, and economic support to victims in all parts of the State party							
PT 1: Number of cases served by the Department of Social Welfare and Development on violence against women		Implementation of Protective Services Program (DSWD)	Number of clients served by the DSWD on VAWC decreased		DSWD	GAA	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.3.5.** Ensuring the systematic collection and analysis of data on trafficking, disaggregated by age, sex, nationality of victims, and forms of trafficking							
PT 1: Established a national database on trafficking	National	Development of an integrated database on trafficking (from prevention and protection, law enforcement and prosecution, and reintegration)	Database developed or integrated from existing database of law enforcer (PNP), social services (DSWD), and prosecution and trial (DOJ/ IACAT)		PNP DSWD DOJ/IACAT	GAA	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.3.6.** Raising public's awareness and conducting policing and investigation to detect sexual exploitation online							
PT 1: Increased number of awareness campaigns for the general public on the criminal nature of all forms of gender-based violence		Development of a manual in the investigation and prosecution of online sexual abuse or exploitation of children/child sexual abuse or exploitation materials (OSAEC/CSAEM) and trafficking in persons committed online	• Manual on the investigation of prosecution of online sexual abuse or exploitation of children/child sexual abuse or exploitation materials and online trafficking in persons issued • Conduct of training for above manual users		DOJ	GAA	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
PT 2: Increased number of awareness campaigns on the risks of trafficking and online sexual exploitation		Development of communication plan about OSAEC and CSAEM, and continue to include in the awareness campaign/ materials of IACAT issue on trafficking in persons	• Developed communication plan and anti-TIP materials • Number of awareness campaigns conducted		DOJ	GAA	
PT 3: Forged a number of existing partnerships with private sector to identify and prosecute perpetrators		Conduct of partnership meetings	Partnership agreements		DOJ		

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.3.7.** Investigating and prosecuting all acts of harassment, gender-based violence, discrimination, and intimidation and reprisals against women human rights defenders, and providing remedies and reparations to victims							
PT 1: Established a registry of all types of harassment, gender-based violence, discrimination, and intimidation committed against women human rights defenders, disaggregated by sex	National	Segregation of cases of harassment and gender-based violence committed against human rights defenders, from the existing data management of the DOJ	Availability of sex-disaggregated data on all types of harassment, gender-based violence, discrimination, and intimidation committed against women human rights defenders		DOJ	GAA	
PT 2: Investigated a percentage of cases on harassment, gender-based violence, discrimination, and intimidation committed against women human rights defenders	National	Speedy disposition or prosecution of cases	Increase in the number of cases prosecuted or submitted to court for decision		DOJ	GAA	

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.4.1.** Introducing preferential recruitment of women to the judiciary, the public service, and the foreign service, including in diplomatic missions, and support the women candidates applying to international organizations							
PT 1: Increased percentage of women in national and local elective positions and women candidates vis-a-vis share in national and local elective positions		Increase projects focusing on women to encourage them to run in national and local elective positions and women candidates vis-a-vis share in national and local elective positions.	At least three programs on the promotion of women's participation in politics implemented in 2025 Percentage of women candidates for		COMELEC		Cooperation from other departments of the Commission might cause delay because this will not be a priority during crucial quarters. At the start of the election period,
		Conduct gender-sensitive voter education program for young voters on gender equality.	National and local elective positions increased				COMELEC is constrained to limit engagement to the members of the Senate and the House, except to the Secretariat of both Houses.
PT 2: Increased percentage of women appointed to 3rd level/executive managerial positions in government		• Conduct placement programs and recommendations for the appointment of qualified women to vacant third-level positions. • Conduct Executive Capacity Enhancement through training and career development and inclusion of gender-sensitive programs in the conduct of Executive Capacity Career Executive Service (CES) Leadership Conclave, Public Leaders' Summit and Leadership and Management Proficiency Program, Wellness Camp, and Project Paglaum). • Recognition programs for the CESOs and CESEs: – Awarding of Gawad CES Presidential Program – CES Very Innovative Person – Outstanding Cost-Effective Officer	• Processed the request of 3rd level applicants to undergo the placement program • Inclusion of gender-sensitive topics/programs in the training modules • Percentage of women nominees for 3rd level/ executive managerial positions increased		CESB	GAA	Appointment is discretionary in nature Budgetary constraints Lack of nominees for the said programs

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PT 3: Increased percentage of women judges		• Strengthen the Philippine Women Judges Association (PWJA) as the lead organization for women judges in the Philippines. • Increase awareness and appreciation of the critical role of female lawyers in nation-building and the judiciary.	• Number of activities or programs of PWJA • Number of seminars conducted		Supreme Court	Supreme Court – ₱31,000,000	Schedule/ availability of participants given their caseload and resource

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Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.4.2.** Increasing quotas and targeted campaign financing to improve the representation of women at all levels of government, as well as in the judiciary, the public service, the foreign service, academia, and international organizations, in particular at decision-making levels							
PT 1: Filed bills in Congress on political participation and representation and established a Women's Empowerment Fund		• Develop reportorial system to the Committee to enable the COMELEC to monitor the expenses of each party with respect to their female candidate. • Provide the necessary documentation and information to the Committee that will enable it to supplement the key provisions necessary to the completion of the proposed bill. • Conduct lobbying activities for the passage of the political participation and representation bill (PCW).	Lobbying meetings conducted		COMELEC PCW	GAA	

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Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.4.3.** Raising awareness, in collaboration with the media, among politicians, religious and community leaders, and the general public on the importance of the full, independent, and democratic participation of women on an equal basis with men in political and public life							
PT 1: Increased awareness campaigns for politicians, religious and community leaders, and the general public on the importance of the full, independent, and democratic participation of women on an equal basis with men in political and public life		• Continue to develop info materials for purposes of enhancing women participation in election (both as voters and candidates). • Tie up with private agencies and CSO for purposes of disseminating info materials. • Engage with media and PIA for purposes of assisting the COMELEC in info dissemination program. • Create programs that will catch the interests of women and associate it with their civic duty to participate in elections and make them partners in all activities of the COMELEC.	• At least one social media or media exposure per quarter posted or broadcasted, informing the public how the COMELEC involves women and youth participation in its activities • IEC materials on the promotion of women's political participation disseminated		COMELEC	GAA	

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Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.4.4.** Increasing climate change and disaster risk management literacy and awareness among communities, women and girls, including rural women and women with disabilities, to empower them with the knowledge needed to demand their rights and effectively participate in climate change-related decision-making							
PT 1: Conducted disaster risk management literacy and awareness among communities, including rural women and women with disabilities		Conduct of community-based consultations with women in terms of disaster risk reduction and resiliency	• Number of disaster risk management literacy and awareness campaigns conducted • Number of women, including rural women and women with disabilities, provided with disaster risk management literacy training		CCC NDRRMC	CCC-GAA	

			• Number of women, including rural women and women with disabilities, consulted in terms of disaster risk reduction and resiliency				

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Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.5.1.** Developing and implementing a comprehensive strategy targeting community and religious leaders, teachers, girls and boys, and women and men to eliminate discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society							
PT 1: Conducted advocacy campaigns in primary, secondary, and higher education institutions on the elimination of discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society		• Support activities during Women's Month (DepEd). • Development of advocacy campaigns and materials to address discriminatory stereotypes of men, women, persons with disabilities, and other marginalized sectors (CHED)	• Number of advocacy activities conducted • Number of advocacy campaigns conducted by 3rd quarter of every year from 2025 to 2028 • Number of advocacy materials developed by last quarter of every year from 2025 to 2028		DepEd	GAA	
• Conducted a number of advocacy campaigns for community and religious leaders on the elimination of discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society • Number of capacity-building sessions for public officials and the media, as well as private sector representatives on addressing discriminatory gender stereotypes and promoting the use of gender-responsive language		Advocacy activities conducted					

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.5.2.** Taking targeted measures, including awareness-raising and shared parental leave, to promote equal sharing of domestic and childcare responsibilities, as well as responsible fatherhood							
PT 1: Conducted a number of awareness campaigns for the general public on the promotion of equal sharing of domestic and childcare responsibilities		• Inclusion of a module in the FDS of the *Pantawid* Pamilyang Pilipino Program • Conduct Family Development Sessions (FDS) to 4Ps beneficiaries [Module 2.2] • Conduct Pre-Marriage Orientation and Counseling (PMOC) Sessions • Conduct "Usapan Serye" - FGDs at the local level	• Increase in compliance rate of *Pantawid* Pamilya Beneficiaries annually • Number of monitored families who attended FDS sessions and number of FDS sessions conducted as needed • Number of couples who attended PMOC and number of PMOC sessions conducted as needed • Number of Usapan Serye sessions conducted and number of LGUs (C/M) conducting Usapan Serye as needed		DSWD CPD	4Ps Budget sources CPD GAA LGUs	Lack of population personnel/office at the local level
PT 2: Number of awareness campaigns, specifically for men, on sharing of domestic and childcare responsibilities and responsible fatherhood		• Inclusion of a module in the FDS of the Pantawid Pamilyang Pilipino Program (4Ps) • Conduct KATROPA (Kalalakihan Tapat sa Responsibilidad at Obligasyon sa Pamilya) sessions.	• Increase in compliance rate of Pantawid Pamilya beneficiaries annually • Number of KATROPA sessions conducted • Number of LGUs (C/M) conducting KATROPA sessions increased		DSWD CPD	4Ps Budget Sources CPD GAA LGUs	Lack of population personnel/office at the local level

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Thematic Objective B: Address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders **TPOA B.5.3.** Taking targeted measures, including awareness-raising and shared parental leave, to promote equal sharing of domestic and childcare responsibilities, as well as responsible fatherhood							
PT 1: Conducted a number of local capacity-building sessions on women's equal rights in marriage and family relations for judiciary officials		To conduct PHILJA lectures, activities, and programs on women's equal rights in marriage and family relations for judiciary officials	• Number of trainings, workshops on gender-related topics for judges • Number of competency enhancement trainings for judges and court personnel, prosecutors, social workers, and law enforcers • Percentage of local judiciary officials provided with capacity-building sessions increased		Supreme Court	₱18,000,000	Schedule/ availability of participants

SECTION 7: INTER-CHAPTER LINKAGES

These issues highlight the interconnectedness of various social challenges and the necessity for a collaborative approach among accountable agencies to achieve gender equality. For instance, the integration of internationally accepted protocols, such as the Bangkok Rules, is essential in aligning correctional practices with human rights standards, ensuring the humane treatment of women prisoners.

Similarly, the unmet housing needs of informal settler families and the homeless require gender-responsive design in housing projects, underscoring the importance of considering diverse community needs. Addressing educational access for school-aged children is another critical area, where compliance with school attendance can significantly impact future opportunities for marginalized groups.

Moreover, the lack of adequate public health resources in geographically isolated and disadvantaged areas (GIDAs) highlights the need for infrastructure improvements to maternal health services, while unemployment and insufficient livelihood opportunities for marginalized sectors call for intensified employment programs for women, especially in difficult circumstances.

The overarching theme of enhancing social protection through increased budget allocations for vulnerable populations is crucial in mitigating the negative impacts of climate change on marginalized communities. Additionally, the promotion of child protection services and legislative advocacy for children's welfare illustrate the urgency of integrated efforts to safeguard the rights of the most vulnerable.

By addressing these inter-chapter linkages, the Joint Thematic Programs of Action can foster a holistic framework that promotes accountability and effectiveness in achieving gender equality and social justice for all.

MATRIX 2: INTER-CHAPTER LINKAGES

Identified Chapter	HRIAC/s	Thematic Objective	Joint Thematic Programs of Action (TPOAs)/ Component/s	Accountable Agencies
Chapter 1	Integrate internationally accepted protocols into existing policies, programs, measures, and correctional practices to ensure consistency with human rights promotion and protection	1	Integrate the United Nations Rules for the Treatment of Women Prisoners and Non-Custodial Measures for Women Offenders (Bangkok Rules) into existing policies	Bureau of Jail Management and Penology (BJMP), DILG, LGUs
Chapter 2	Unmet housing needs of Informal Settler Families (ISFs) and the homeless	1	Observe gender-responsive design of housing projects	Department of Human Settlements and Urban Development, NHA, Social Housing Finance Corporation, LGUs
	Presence of school-aged children who are not in school	1	Compliance with attendance to school among children improved: elementary-aged children, junior HS-aged children, and senior HS-aged children	DepEd, LGUs
	Inadequate human resources for public health, and inaccessible health services, especially in GIDAs	2	Provide infrastructure to improve access to maternal health services in GIDAs and IP communities	DOH, LGUs, DILG, Department of Public Works and Highways
	Unemployment and lack of decent livelihood opportunities for marginalized sectors	2	Intensify implementation of employment programs to accommodate marginalized sectors (youth, women, persons with disabilities, senior citizens, informal sector workers, and IPs)	DOLE, DTI, CSC
	Insufficient budget allocation for social protection	2	Increase budget allocation and spending on social protection and support programs targeting vulnerable and marginalized sectors, including non-working spouses, senior citizens, persons with disabilities, and solo parents	DSWD, SSS, PhilHealth, LGUs
	High exposure of people in marginalized or vulnerable situations to the negative impacts of climate change	2	Strengthen social safety nets for the most climate-vulnerable groups (women and children, rural and urban poor, and indigenous peoples) to mitigate the effects of crisis situations and natural disasters	DSWD, SSS, PhilHealth, LGUs
Chapter 4	Lack of integrated and centralized system in providing child protection services that are readily available to the public	2	Development and finalization of the National Action Plan Against OSAEC and CSAEM (RA No. 11930) Development of the National Action Plan to End Child Marriage	Council for the Welfare of Children (CWC), PCW, NCIP, National Commission on Muslim Filipinos, DSWD, DOH
	Inadequate promotion and implementation of priority legislative agenda on children's protection and welfare	2	Continuous advocacy on the passage of the Adolescent Pregnancy Bill	CWC, PCW, CPD, DOH, DSWD
Chapter 5	Dearth of research and data on the situation of women with disabilities	2	Conduct studies and develop targeted programs to address cross-sectional vulnerabilities experienced by women and girls with disabilities	NCDA, PCW, DSWD, SUCs, LGUs
Chapter 6	Challenges on safeguarding the integrity of decision-making processes within indigenous communities and the protection of their Ancestral Domains, with a particular focus on the roles of Indigenous Peoples Organizations (IPOs) and Indigenous Peoples Mandatory Representatives (IPMRs), as well as the operationalization of their IP Governance Centers and IP Mutual Defense Systems.	1	Community Empowerment and Participation: IP Women, Youth, Children, Senior Citizens, and IP with Disabilities (in consideration with their intersectionality and diversity) Unity, Peace, and Development toward inclusive and participatory decision-making processes, operation, and management of their IP Governance Centers and IP Mutual Defense Systems	NCIP, DILG, LGUs
Chapter 7	Need to strengthen the capacity of duty-bearers, especially the Department of Migrant Workers (DMW) overseas personnel to deliver gender-sensitive response	1	Develop the DMW central and regional offices and Migrant Workers Offices as gender-responsive Centers of Competence, Integrity, Transparency, Excellence, and Service	DMW
Chapter 8	Overcrowding of custodial facilities and jails and ensuring the well-being and human rights of persons deprived of liberty and persons under police custody	1	Assess and survey custodial facilities to ensure compliance with human rights standards, including the United Nations Rules for the Treatment of Women Prisoners and Non-Custodial Measures for Women Offenders (Bangkok Rules)	DILG, BJMP, LGUs

SECTION 8: LINKAGES WITH OTHER DEVELOPMENT PLANS

The actions outlined in this plan are designed to significantly contribute to the achievement of women's empowerment and gender equality goals across various sectoral frameworks, including the SDGs, the Philippine Development Plan (PDP), and the Gender Equality and Women's Empowerment Plan (GEWE) Plan, 2019-2025.

By prioritizing gender-responsive policies and programs, the plan directly aligns with SDG 5, which aims to achieve gender equality and empower all women and girls. The emphasis on enhancing institutional mechanisms for gender mainstreaming and addressing the specific needs of marginalized women will help dismantle systemic barriers and promote equitable access to resources and opportunities.

Furthermore, the plan supports the PDP's vision of inclusive growth, ensuring that women are active participants in economic development, political decision-making, and social well-being. By addressing issues such as unemployment, inadequate access to health services, and educational disparities, the actions contribute to building a more resilient and empowered female workforce, essential for sustainable development.

Additionally, the GEWE Plan's goals of promoting women's rights and enhancing their roles in various sectors are reinforced through targeted initiatives that address cross-cutting issues like violence against women, health care access, and economic opportunities. By fostering collaboration among government agencies, civil society, and local communities, the plan creates a comprehensive approach to women's empowerment and gender equality.

MATRIX 3: LINKAGES WITH OTHER DEVELOPMENT PLANS

Thematic Program of Action	Sector/s Involved	Linkage with Specific SDGs	Linkage with the PDP	Linkage with Relevant National and Sector Action Plans
Thematic Program of Action A.1.1: Strengthening the planning, budgeting, monitoring, evaluation, accountability and learning for GAD programs in government agencies and other government instrumentalities	Duty-bearers: DBM, COA, NEDA, DILG, CSC, CHR, PCW Claimholders: Women workers and government employees of in the executive, judiciary, and legislative branches, both at the national and local levels Women employees and workers in GOCCs and other public entities	SDG 5 5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment	Chapter 14: Practice Good Governance and Improve Bureaucratic Efficiency	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 National Action Plan on Women, Peace and Security 2023-2030
Thematic Program of Action A.1.2: Establishing Gender and Development Databases to facilitate gender analysis and evidence-based policymaking and programming on women's human rights	Duty-bearers: DBM, COA, NEDA, DILG, CSC, CHR, PCW Claimholders: Women workers and government employees in the executive, judiciary and legislative branches, both at the national and local levels Women employees and workers in GOCCs and other public entities	SDG 5 5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment	Chapter 14: Practice Good Governance and Improve Bureaucratic Efficiency	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 National Action Plan on Women, Peace and Security 2023-2030
Thematic Program of Action A.1.3: Addressing gender-based poverty through the Local Poverty Reduction Action Plans	Duty-bearers: DILG, NAPC, LGUs Claimholders: Women living in poverty	SDG 1 1.b.1. Pro-poor public social spending	PDP Chapter 2: Promote Human and Social Development	Philippine Plan for Gender-Responsive Development 1995-2025

Thematic Program of Action	Sector/s Involved	Linkage with Specific SDGs	Linkage with the PDP	Linkage with Relevant National and Sector Action Plans
Thematic Program of Action A.1.4: Improving the level of functionality of the GAD-FPS	Duty-bearers: DBM, COA, NEDA, DILG, CSC, CHR, PCW Claimholders: Women workers and government employees of in the executive, judiciary, and legislative branches, both at the national and local levels Women employees and workers in GOCCs and other public entities	SDG 5 5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment	Chapter 14: Practice Good Governance and Improve Bureaucratic Efficiency	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 National Action Plan on Women, Peace and Security 2023-2030
Thematic Program of Action A.2.1: Strengthening the mandate of the Philippine Commission on Women by providing it with adequate human, technical, and financial resources to coordinate all public policies and strategies for the advancement of women and gender equality	PCW	SDG 5	PDP Chapter 14: Practice Good Governance and Improve Bureaucratic Efficiency - Participatory governance ensures that marginalized sectors have concrete roles and significant influence in all stages of public decision-making.	Gender Equality and Women's Empowerment Plan 2019-2025
Thematic Program of Action A.2.2: Strengthening the framework for gender equality through increased cooperation between the Philippine Commission on Women and local authorities, as well as with civil society, in particular women's rights organizations	PCW	SDG 5	PDP Chapter 14: Practice Good Governance and Improve Bureaucratic Efficiency - Participatory governance ensures that marginalized sectors have concrete roles and significant influence in all stages of public decision-making.	Philippine Plan for Gender-Responsive Development 1995-2025
Thematic Program of Action A.3.1: Strengthening the Gender Ombud mechanism	CHR	SDG 5	PDP Chapter 14: Practice Good Governance and Improve Bureaucratic Efficiency	CHR Strategic Plan for 2023–2029
Thematic Program of Action B.1.1: Facilitating the transition of workers and economic units from the informal to the formal economy	Women engaged in non-formal enterprises, including those who are self-employed Women workers employed in informal work	5.1: End all forms of discrimination against all women and girls everywhere. 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life. 5.a: Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws. 8.5: By 2030, achieve full and productive employment, and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	PDP Chapter 4. Increase Income-earning Ability	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine Labor and Employment Plan (LEP) 2023-2028 National Action Plan on Sustainable, Gender-Responsive Return and Reintegration

Thematic Program of Action	Sector/s Involved	Linkage with Specific SDGs	Linkage with the PDP	Linkage with Relevant National and Sector Action Plans
		8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.		
Thematic Program of Action B.1.2: Enforcing the principle of equal pay for work of equal value and adopting measures to close the gender pay gap	Women workers and employees in the formal economy	5.1: End all forms of discrimination against all women and girls everywhere. 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life. 5.a: Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws. 8.5: By 2030, achieve full and productive employment, and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	PDP Chapter 4. Increase Income-earning Ability	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine Labor and Employment Plan (LEP) 2023-2028 National Action Plan on Sustainable, Gender-Responsive Return and Reintegration
Thematic Program of Action B.1.3: Encouraging women to actively participate in trade unions, providing enabling and safe environments free from discrimination and intimidation, and using temporary special measures to ensure women's participation in the leadership of trade unions	Women workers and employees in the formal economy	5.1: End all forms of discrimination against all women and girls everywhere. 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life. 5.a: Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.	PDP Chapter 4. Increase Income-earning Ability	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine Labor and Employment Plan (LEP) 2023-2028 National Action Plan on Sustainable, Gender-Responsive Return and Reintegration

Thematic Program of Action	Sector/s Involved	Linkage with Specific SDGs	Linkage with the PDP	Linkage with Relevant National and Sector Action Plans
		8.5: By 2030, achieve full and productive employment, and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.		
Thematic Program of Action B.1.4: Strengthening workplace health and safety protection of women workers	Women engaged in non-formal enterprises, including those who are self-employed Women workers employed in formal and informal work	5.1: End all forms of discrimination against all women and girls everywhere. 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life. 5.a: Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws. 8.5: By 2030, achieve full and productive employment, and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	PDP Chapter 4. Increase Income-earning Ability	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine Labor and Employment Plan (LEP) 2023-2028 National Action Plan on Sustainable, Gender-Responsive Return and Reintegration
Thematic Program of Action B.1.5: Intensifying efforts to ensure service delivery in rural areas to promote access of rural and indigenous women to formal employment and modern farming technologies	Indigenous and rural women	5.1: End all forms of discrimination against all women and girls everywhere. 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.	PDP Chapter 4. Increase Income-earning Ability	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine Labor and Employment Plan (LEP) 2023-2028 National Action Plan on Sustainable, Gender-Responsive Return and Reintegration

Thematic Program of Action	Sector/s Involved	Linkage with Specific SDGs	Linkage with the PDP	Linkage with Relevant National and Sector Action Plans
		5.a: Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws. 8.5: By 2030, achieve full and productive employment, and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.		
Thematic Program of Action B.1.6: Ensuring that women have access equal to that of men to land ownership, low-interest loans, entrepreneurship opportunities, and information and communications technology so that they may engage in e-commerce and cross-border trade with regard to their goods and products	Indigenous and rural women Women engaged in non-formal enterprises, including those who are self-employed	5.1: End all forms of discrimination against all women and girls everywhere. 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life. 5.a: Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws. 8.5: By 2030, achieve full and productive employment, and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	PDP Chapter 4. Increase Income-earning Ability	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine Labor and Employment Plan (LEP) 2023-2028 National Action Plan on Sustainable, Gender-Responsive Return and Reintegration

Thematic Program of Action	Sector/s Involved	Linkage with Specific SDGs	Linkage with the PDP	Linkage with Relevant National and Sector Action Plans
Thematic Program of Action B.1.7: Recognizing, reducing, and redistributing the burden of unpaid care work placed on women by providing affordable childcare facilities and care services for older persons, and ensuring that women employed in family businesses are adequately remunerated and have access to social protection schemes	Non-working spouses women workers employed in formal and informal work	5.1: End all forms of discrimination against all women and girls everywhere. 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life. 5.a: Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws. 8.5: By 2030, achieve full and productive employment, and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	PDP Chapter 4. Increase Income-earning Ability	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine Labor and Employment Plan (LEP) 2023-2028 National Action Plan on Sustainable, Gender-Responsive Return and Reintegration
Thematic Program of Action B.1.8: Accelerating the review of the legislation on day-care centers, ensuring allocation of sufficient financial resources, including through private sector investments	Non-working spouses women workers employed in formal and informal work	5.1: End all forms of discrimination against all women and girls everywhere. 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life. 8.5: By 2030, achieve full and productive employment, and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	PDP Chapter 4. Increase Income-earning Ability	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine Labor and Employment Plan (LEP) 2023-2028 National Action Plan on Sustainable, Gender-Responsive Return and Reintegration
Thematic Program of Action B.1.9: Ensuring the availability of elder care centers to meet the needs of older women, especially single older women and those without family support	Non-working spouses women workers employed in formal and informal work	5.1: End all forms of discrimination against all women and girls everywhere. 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.	PDP Chapter 4. Increase Income-earning Ability	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine Labor and Employment Plan (LEP) 2023-2028 National Action Plan on Sustainable, Gender-Responsive Return and Reintegration

Thematic Program of Action	Sector/s Involved	Linkage with Specific SDGs	Linkage with the PDP	Linkage with Relevant National and Sector Action Plans
		8.5: By 2030, achieve full and productive employment, and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.		
Thematic Program of Action B.2.1: Encouraging girls and women to enroll in non-traditional fields of study, such as science, technology, engineering and mathematics (STEM)	Women and girls who are students or trainees Women teachers and employees in educational institutions	SDG 5	PDP Chapter 2: Promote Human and Social Development	Philippine Development Plan 2023-2028
Thematic Program of Action B.2.2: Strengthening the implementation of CSE at all levels of education and ensuring the availability of sexual, reproductive, maternal health, and post-abortion care services, especially for women in marginalized sectors	Women and girls who are students or trainees Women teachers and employees in educational institutions	SDG 5	PDP Chapter 2: Promote Human and Social Development	GEWE Plan 2019-2025
Thematic Program of Action B.2.3: Reviewing and amending existing laws and policies to address existing or emerging forms of violence and discrimination against women and girls, taking into account the special protection needs of disadvantaged and marginalized groups of women, including rural women, women with disabilities, migrant women, older women, and lesbian, bisexual, transgender and intersex women	Women in vulnerable groups Women informal settlers (or urban poor) Girl children Women Senior Citizens Women and girls with disabilities Women and girl IPs Persons of diverse SOGIE Muslim women and girls Solo parents	SDG 5	PDP Chapter 2: Promote Human and Social Development	GEWE Plan 2019-2025
Thematic Program of Action B.2.4: Developing measures that adequately address older women's health, economic, and emotional situation to prevent poverty and isolation and ensuring the availability of elder care centers to meet the needs of older women, especially single older women and those without family support	Women Senior Citizens	SDG 5	PDP Chapter 2: Promote Human and Social Development	GEWE Plan 2019-2025
Thematic Program of Action B.3.1: Significantly reducing/ eliminating cases of violence against women and girls	Victim-survivors of gender-based violence	5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. 5.3: Eliminate all harmful practices, such as child, early, and forced marriage, and female genital mutilation.		Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine National Action Plan on Women, Peace and Security 2023-2030 4th National Strategic Action Plan Against Trafficking in Persons 2023-2027 Women and Children Protection Program [WCPP]- Costed Implementation Plan 2021-2025

Thematic Program of Action	Sector/s Involved	Linkage with Specific SDGs	Linkage with the PDP	Linkage with Relevant National and Sector Action Plans
Thematic Program of Action B.3.2: Developing measures to increase the help-seeking behavior of victims of violence against women and girls	Victim-survivors of gender-based violence	5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. 5.3: Eliminate all harmful practices, such as child, early, and forced marriage, and female genital mutilation.		Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine National Action Plan on Women, Peace and Security 2023-2030 4th National Strategic Action Plan Against Trafficking in Persons 2023-2027 Women and Children Protection Program [WCPP]- Costed Implementation Plan 2021-2025
Thematic Program of Action B.3.3: Ensuring women's meaningful and inclusive participation in all processes related to women, peace and security, in particular concerning the adoption, implementation, and assessment of the national and regional action plans	Women in conflict-affected areas Women in the peace and security sector	5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. 5.3: Eliminate all harmful practices, such as child, early, and forced marriage, and female genital mutilation.		Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine National Action Plan on Women, Peace and Security 2023-2030 4th National Strategic Action Plan Against Trafficking in Persons 2023-2027 Women and Children Protection Program [WCPP]- Costed Implementation Plan 2021-2025
Thematic Program of Action B.3.4: Strengthening victim support services and protection, including a 24/7 hotline, adequate and accessible shelters, medical treatment, psychosocial counseling, and economic support to victim-survivors		5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. 5.3: Eliminate all harmful practices, such as child, early, and forced marriage, and female genital mutilation.		Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine National Action Plan on Women, Peace and Security 2023-2030 4th National Strategic Action Plan Against Trafficking in Persons 2023-2027 Women and Children Protection Program [WCPP]- Costed Implementation Plan 2021-2025
Thematic Program of Action B.3.5: Ensure the systematic collection and analysis of data on trafficking, disaggregated by age, sex, nationality of victims, and forms of trafficking	Victim-survivors of gender-based violence	5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. 5.3: Eliminate all harmful practices, such as child, early, and forced marriage, and female genital mutilation.		Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine National Action Plan on Women, Peace and Security 2023-2030 4th National Strategic Action Plan Against Trafficking in Persons 2023-2027 Women and Children Protection Program [WCPP]- Costed Implementation Plan 2021-2025

Thematic Program of Action	Sector/s Involved	Linkage with Specific SDGs	Linkage with the PDP	Linkage with Relevant National and Sector Action Plans
Thematic Program of Action B.3.6: Raising public's awareness and conducting policing and investigation to detect sexual exploitation online	Victim-survivors of gender-based violence	5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. 5.3: Eliminate all harmful practices, such as child, early, and forced marriage, and female genital mutilation.		Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine National Action Plan on Women, Peace and Security 2023-2030 4th National Strategic Action Plan Against Trafficking in Persons 2023-2027 Women and Children Protection Program [WCPP]- Costed Implementation Plan 2021-2025
Thematic Program of Action B.3.7: Investigating and prosecuting all acts of harassment, gender-based violence, discrimination, and intimidation and reprisals against women human rights defenders, and providing remedies and reparations to victims	Victim-survivors of gender-based violence	5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. 5.3: Eliminate all harmful practices, such as child, early, and forced marriage, and female genital mutilation.		Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine National Action Plan on Women, Peace and Security 2023-2030 4th National Strategic Action Plan Against Trafficking in Persons 2023-2027 Women and Children Protection Program [WCPP]- Costed Implementation Plan 2021-2025
Thematic Program of Action B.4.1: Introducing preferential recruitment of women to the judiciary, the public service, and the foreign service, including in diplomatic missions, and support the women candidates applying to international organizations	Women in the judiciary, the public service, and the foreign service	5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.	PDP Chapter 13: Ensure Peace and Security, and Enhance Administration of Justice	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine National Action Plan on Women, Peace and Security 2023-2030
Thematic Program of Action B.4.2: Increasing quotas and targeted campaign financing to improve the representation of women at all levels of government, as well as in the judiciary, the public service, the foreign service, academia, and international organizations, in particular at decision-making levels	Women in politics, the judiciary, the public service, and the foreign service	5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.	PDP Chapter 13: Ensure Peace and Security, and Enhance Administration of Justice	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine National Action Plan on Women, Peace and Security 2023-2030
Thematic Program of Action B.4.3: Raising awareness, in collaboration with the media, among politicians, religious and community leaders, and the general public on the importance of the full, independent, and democratic participation of women on an equal basis with men in political and public life	Women in politics, the judiciary, the public service, and the foreign service	5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.	PDP Chapter 13: Ensure Peace and Security, and Enhance Administration of Justice	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine National Action Plan on Women, Peace and Security 2023-2030
Thematic Program of Action B.4.6: Increasing climate change and disaster risk management literacy and awareness among communities, women and girls, including rural women and women with disabilities, to empower them with the knowledge needed to demand their rights and effectively participate in climate change-related decision-making	Women in vulnerable groups	5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.	PDP Chapter 13: Ensure Peace and Security, and Enhance Administration of Justice	Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine National Action Plan on Women, Peace and Security 2023-2030

Thematic Program of Action	Sector/s Involved	Linkage with Specific SDGs	Linkage with the PDP	Linkage with Relevant National and Sector Action Plans
Thematic Program of Action B.5.1: Developing and implementing a comprehensive strategy targeting community and religious leaders, teachers, girls and boys, and women and men to eliminate discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society	Women and men	5.1: End all forms of discrimination against all women and girls everywhere.		Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025
Thematic Program of Action B.5.2: Taking targeted measures, including awareness-raising and shared parental leave, to promote equal sharing of domestic and childcare responsibilities, as well as responsible fatherhood	Women and men	5.1: End all forms of discrimination against all women and girls everywhere.		Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025 Philippine Population and Development Plan of Action 2023-2028
Thematic Program of Action B.5.3: Providing systematic capacity building on women's equal rights in marriage and family relations and upon their dissolution, as well as on women's equal inheritance rights, for the judiciary, including traditional justice actors, custodians of customary law, and women and girls, especially in rural areas	Women and men	5.1: End all forms of discrimination against all women and girls everywhere.		Gender Equality and Women's Empowerment Plan 2019-2025 Philippine Plan for Gender-Responsive Development 1995-2025

SECTION 9: COLLABORATION AMONG GOVERNMENT ORGANIZATIONS, LOCAL GOVERNMENT UNITS, PRIVATE SECTOR, AND CIVIL SOCIETY ORGANIZATIONS

The effective implementation of all thematic programs of action requires robust collaboration among national government agencies, local government units, the private sector, and civil society organizations. This whole-of-society approach recognizes that achieving sustainable outcomes in women's empowerment and gender equality is a shared responsibility that transcends individual sectors. By fostering inter-branch collaboration, we can leverage diverse expertise, resources, and networks to address complex social issues comprehensively. Engaging all stakeholders ensures that initiatives are inclusive, community-driven, and responsive to the specific needs of marginalized groups, ultimately enhancing the effectiveness and sustainability of collective efforts.

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	Civil Society Organizations Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
Developed and implemented a comprehensive strategy targeting community and religious leaders, teachers, girls and boys, and women and men to eliminate discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society	Conduct of advocacy campaigns on women and gender equality issues	March of every year – National Women's Month Celebration 25 Nov - 12 Dec of every year – 18-Day Campaign to End Violence Against Women	NGAs and LGUs	Women's organizations, youth organizations, religious groups	Media companies, private educational institutions, and private companies	• Engage NGAs, LGUs, and CSOs to lead public forums and activities during these campaigns. • Collaborate with private businesses to sponsor and promote events or campaigns for public awareness. • Use media platforms (TV, radio, social media) for widespread advocacy campaigns.

SECTION 10: CAPACITY-BUILDING PLAN FOR THE DUTY-BEARERS, NON-STATE DUTY-BEARERS, AND RIGHTS-HOLDERS OF THE 4TH PHILIPPINE HUMAN RIGHTS PLAN

Based on the initial capacity gaps analysis done for both the identified duty-bearers, non-state actors (private sector), and rights-holders (marginalized, disadvantaged, and vulnerable) involved in the continuing and emerging HRIACs, identify the different areas of knowledge and competencies that the FA/TWG/Cluster of Agencies and the CSOs/Private Sectors will need to enhance and develop their capacities to ensure the effective implementation of your chapter plan for 2024-2028.

MATRIX 5: CAPACITY-BUILDING NEEDS OF THE FA/TWG/CLUSTER OF AGENCIES

FA/TWG/CLUSTER AGENCIES	CAPACITY-BUILDING NEEDS					
	Rights-based Situation Analysis	Rights-based Role Analysis and Capacity Gaps Analysis	Applying HR Principles in Different Stages of Programs/Projects/ Activities	Applying State Obligations (Respect, Protect, and Fulfill in Programs/Projects/ Activities	Applying Normative Content and Levels of Compliance in Programs/Projects/ Activities	Rights-based Indicators Setting, Monitoring and Evaluation
MCW Oversight Agencies	✓	✓	✓	✓	✓	✓
Social Development Sector	✓	✓	✓	✓	✓	✓
Labor and Trade Sector	✓	✓	✓	✓	✓	✓
Justice Sector	✓	✓	✓	✓	✓	✓
Peace and Security Sector	✓	✓	✓	✓	✓	✓
Media Sector	✓	✓	✓	✓	✓	✓
NAPC Basic Sectors	✓	✓	✓	✓	✓	✓
Non-state Duty-bearers/Actors (Private Sector)	✓	✓	✓	✓	✓	
Rights-holders: CSOS (POs, NGOs, etc.)	✓	✓	✓	✓	✓	✓

Based on the above results of the capacity-building needs of the different stakeholders of PHRP4, the priorities lined up for 2024-2028 are as follows:

MATRIX 6: TARGET TRAINING PROGRAMS: 2024-2028

PHRP4 Stakeholders	Training Areas	Target Quarter: 2024-2028
FA/TWG/Cluster	Gender Sensitivity Training Gender Analysis and Tool Gender Mainstreaming Gender-responsive Budgeting CEDAW and MCW Gender and Human Rights	2024-2028
Private Sector	Gender Sensitivity Training Guiding Principles on Business and Human Rights	2024-2028
Civil Society Groups	Gender Sensitivity Training Gender Analysis and Tool Gender Mainstreaming Gender-responsive Budgeting CEDAW and MCW Gender and Human Rights	2024-2028

SECTION 11: PERIODIC MONITORING AND EVALUATION SYSTEM

To ensure the effective monitoring and evaluation of the plan chapter, the tool below will be used to track progress on an annual basis. This tool will facilitate ongoing review and assessment by the TWG/Cluster of Agencies, in collaboration with participating CSOs and Private Sector stakeholders.

MATRIX 7: SEMESTRAL MONITORING AND EVALUATION OF PHRP4
THEMATIVE PROGRAM OF ACTION

Thematic Objective/TPOA/ Component/s	Performance Targets	Key Activities	Responsibility	Target Dates	Status of Implementation		
					Status	Difficulties Encountered	Remedy/ies or Action/s Taken
Thematic Objective 1:							
TPOA No. 1 (Component/s)							
TPOA No. 2 (Component/s)							
TPOA No. 3 (Component/s)							
Thematic Objective 2:							
TPOA No. 1 (Component/s)							
TPOA No. 2 (Component/s)							

SECTION 12: RESOURCE MOBILIZATION PLAN

The implementation of the chapter plan will be primarily funded through the annual GAD budget, which is mandated under the MCW for all government agencies and LGUs. The GAD budget ensures that at least 5% of the total budget allocation of each agency or LGU is earmarked for programs, projects, and activities that promote gender equality and women's empowerment. This funding will support a range of initiatives within the chapter plan, including advocacy campaigns, capacity-building workshops, and the development of gender-responsive policies. It also guarantees sustained financial backing for gender mainstreaming efforts across all levels of government.

In addition to local budget allocations, the GAD budget also draws from official development assistance (ODA) provided by international partners. Many ODA programs, in alignment with global gender equality goals such as the SDGs, offer financial and technical support to gender-focused initiatives. These funds supplement the local GAD budget, enabling the implementation of more extensive and impactful projects, especially in areas like education, health, and economic empowerment.

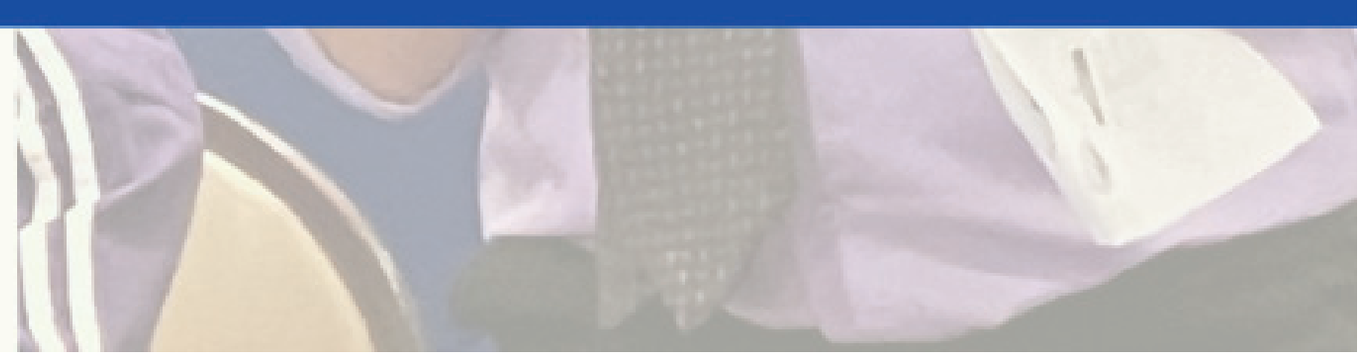
Beyond the GAD budget, other legal provisions allow for resource mobilization from various government agencies, private sector partnerships, and CSOs. Partnerships with the private sector and CSOs bring in both financial and technical resources, helping to broaden the scope and reach of the chapter plan's initiatives. This multisource funding strategy ensures the sustainability of the plan's actions and the achievement of its objectives.

PHRP4



STRENGTHENING CHILD RIGHTS PROTECTION AND PROMOTION THROUGH NATIONAL AND INTERNATIONAL FRAMEWORKS

CHAPTER 4



CHAPTER 4

STRENGTHENING CHILD RIGHTS PROTECTION AND PROMOTION THROUGH NATIONAL AND INTERNATIONAL FRAMEWORKS

The Council for the Welfare of Children (CWC) serves as the national focal institution for advancing the rights, protection, and development of Filipino children. Since its establishment in 1974, the CWC has played a crucial role in addressing child rights, striving toward a child-friendly and rights-based society. In line with the broader goals of the Philippine Human Rights Plan (PHRP), the CWC leads the implementation of initiatives that ensure child rights are upheld, protected, and promoted at every level of governance and across all sectors. The 4th National Plan of Action for Children (NPAC) is central to these efforts, providing a comprehensive framework that guides national responses to issues like poverty, exploitation, abuse, access to education and health services, and children's participation in decision-making processes.

The NPAC is anchored on Child 21, or the Philippine National Strategic Framework for Plan Development for Children, 2000-2025, which envisions a society where children are free from all forms of violence and are empowered to reach their full potential. Child 21 provides a long-term vision for the holistic development of Filipino children, ensuring that both national and local development plans are interconnected. This interconnectedness ensures that child rights are prioritized in policy-making across various sectors, establishing a coordinated approach to protecting children's welfare. Through Child 21, the NPAC aims to provide concrete solutions to improve the lives of Filipino children, ensuring that they grow in a safe, nurturing, and equitable environment.

Furthermore, the Philippines' international commitments reinforce the CWC's mission. As a signatory to the United Nations Convention on the Rights of the Child (UN CRC), the Philippines has committed to ensuring the full protection and fulfillment of child rights. Ratified in 1990, the UN CRC remains the most widely ratified international treaty on child rights, outlining civil, political, economic, social, and cultural rights. By ratifying the UN CRC, the Philippines has pledged to integrate child rights into its national policies and programs, further strengthening the country's role as a leader in advancing children's welfare globally. The integration of NPAC and Child 21 into the PHRP underscores this commitment, ensuring child rights are central to the country's human rights agenda.

While the CWC serves as the lead agency for safeguarding child rights, this chapter also acknowledges the institutional challenges it faces in fulfilling its obligations. These challenges include resource constraints, coordination gaps, and the need for stronger governance mechanisms across local government units. By recognizing these institutional hurdles, this chapter outlines strategies to overcome them and enhance the effectiveness of CWC's initiatives. Ultimately, the NPAC and Child 21 are vital tools for realizing a rights-based future for Filipino children, positioning child rights at the forefront of the national human rights agenda and ensuring that all Filipino children grow up in a society that respects, protects, and empowers them.

SECTION 1: ASSESSMENT OF THE 3RD PHILIPPINE HUMAN RIGHTS PLAN

A. Achieved Objectives and Programs of Action

Sustain promotion for the passage and implementation of priority legislative agenda on children's protection and welfare

Legislative Advocacy and Achievements

Since 2017, the Philippines has made remarkable progress in advocating for child-related legislative reforms, underscoring the growing recognition of the need to protect and promote child rights. Out of six priority legislative agendas identified during the PHRP3 cycle, three have been successfully enacted into law, showcasing a sustained commitment to creating a robust legal framework that addresses the critical needs of Filipino children. These laws serve as essential pillars in safeguarding children from exploitation, abuse, and neglect, while ensuring their access to education, health, and protection in vulnerable situations.

The CWC has been a crucial player in these legislative efforts. In partnership with various stakeholders, including civil society organizations (CSOs), government agencies, and international partners, the CWC has identified the key issues affecting children and has pushed for targeted legislative reforms to address them. The CWC's active role in shaping child-related policies is aligned with the overall goals of the PHRP4, particularly its emphasis on protecting vulnerable groups, including children, from human rights abuses.

Key Legislative Milestones

Of the six priority legislative proposals identified in PHRP3, three have been successfully enacted into law:

1. **Republic Act No. 11560** – The "Instituting a Policy of Inclusion and Services for Learners with Disabilities in Support of Inclusive Education Act" ensures that learners with disabilities have equitable access to quality education. This law addresses the rights of children with disabilities, providing the necessary support services and an inclusive educational environment. It directly responds to the need for equality in education, a fundamental human right and a core element of child development.
2. **Republic Act No. 11188** – The "Special Protection of Children in Situations of Armed Conflict Act" provides special protection to children in conflict zones, penalizing acts that exploit or harm children in these situations. This law reinforces the State's obligation to protect children from violence and exploitation, particularly in areas affected by conflict, a critical issue in the Philippines given the ongoing insurgencies and armed conflicts in some regions.
3. **Republic Act No. 11648** – The law increasing the age for determining statutory rape from 12 to 16 years old general comment: one to ten spell out; 11 above numerical years old. This long-awaited reform provides stronger protection for children from sexual exploitation and abuse by recognizing that children under sixteen are not capable of providing informed consent, thereby extending the legal protection against statutory rape.

In addition, the passage of **Republic Act No. 11166** in 2018, which strengthens the Philippines' comprehensive policy on HIV and AIDS, marked a significant milestone in embedding a child-

centered lens into national legislation and policy making. The law establishes a comprehensive policy on the prevention, treatment, care, and support for individuals affected by HIV and AIDS in the Philippines. This law aims to address the growing HIV epidemic in the country by promoting public awareness, ensuring nondiscrimination, and providing accessible treatment and support services. RA 11166 also includes specific provisions for children, recognizing their unique needs in HIV prevention, treatment, care, and support. The law prioritizes the welfare of children both as vulnerable individuals and as a population group that may be directly or indirectly affected by HIV and AIDS.

These legislative achievements represent significant steps in addressing human rights issues and concerns (HRIAC) related to children. They reflect a comprehensive approach to child protection, covering essential areas such as education, protection from violence, and safeguarding children's dignity and rights in vulnerable situations.

The enactment of these laws during the PHRP3 cycle provides a strong foundation for continued legislative advocacy under PHRP4. Moving forward, the PHRP4 will focus on sustaining the momentum for the passage of the remaining priority legislative measures and ensuring the effective implementation of the newly enacted laws. A rights-based situational analysis, combined with ongoing consultations with CSOs, will continue to guide the legislative agenda, ensuring that it addresses the evolving needs of children and remains responsive to emerging human rights concerns.

The CWC's legislative efforts under the PHRP3 have made substantial progress in the protection of child rights. As the country transitions into the PHRP4, it is essential to build on these gains, continue advocating for the remaining legislative priorities, and ensure the effective implementation of laws that safeguard the welfare and rights of Filipino children. This approach will ensure that the Philippines remains aligned with its obligations under both national and international human rights frameworks, particularly the UN CRC.

B. Partially Achieved Objectives and Programs of Action

Institute a child-responsive administrative and program measures

Member agencies have shown strong coordination in aligning their efforts with the objectives of the 3rd NPAC. As part of their commitment to this national agenda, a series of mainstreaming workshops and dialogues were organized at both national and regional levels. These initiatives played a vital role in integrating the principles and strategies outlined in the NPAC into various sectors, as well as into local government policies and frameworks. This collaborative approach has aimed to strengthen child protection mechanisms and ensure that the goals of the NPAC are reflected across all levels of governance.

Despite these efforts, the finalization of the Regional Plan of Action for Children (RPAC) remains incomplete, a key challenge that hinders the localized implementation of the NPAC. The RPAC is crucial for translating the national plan's objectives into specific, actionable strategies that are tailored to the unique needs and circumstances of different regions. Without a completed RPAC, there is a risk that regional interventions will lack coherence with the broader national goals, resulting in uneven progress across the country.

Additionally, the absence of annual monitoring reports has significantly affected the ability to track the progress and evaluate the effectiveness of NPAC's implementation. These reports are essential in identifying milestones, addressing gaps, and ensuring that all stakeholders remain accountable for their roles in advancing the plan's objectives.

Compounding this issue is the delay in submitting the terminal report for the 3rd NPAC, which is necessary for a comprehensive evaluation of the plan's overall impact. Without this terminal report, it becomes challenging to assess the success of the NPAC, learn from its outcomes, and develop informed strategies for future child protection policies.

Establish a functional monitoring, evaluation, and reporting system

The midterm report findings for the 3rd NPAC have been made publicly accessible, reflecting the commitment to transparency in tracking the plan's progress. To enhance public awareness, key information from these findings has been summarized into "Quick Facts on Children" that have been disseminated and posted on the CWC website. These efforts aim to ensure that stakeholders, including the public, are informed of the NPAC's midterm achievements and challenges, fostering accountability and encouraging broader engagement in the plan's objectives.

However, there are notable concerns regarding the regularity and consistency of the State of Filipino Children Reports (SOFCRs), which are vital for overseeing the financial management of the NPAC. These reports have been prepared only sporadically, leading to significant gaps in financial oversight. The absence of regular SOFCRs makes it difficult to track the allocation and utilization of resources earmarked for child welfare initiatives, raising concerns about the efficiency and transparency of resource management. Without consistent financial reporting, it becomes challenging to assess whether the funds are being used effectively to achieve the NPAC's goals.

Furthermore, there is no established committee or framework to ensure the effective functioning of the Monitoring, Evaluation, and Reporting System (MERS). MERS is critical for tracking the implementation and outcomes of the NPAC, as it allows stakeholders to measure progress, evaluate effectiveness, and identify areas in need of adjustment. The lack of a well-defined monitoring and evaluation structure weakens the overall governance of the NPAC. This absence makes it difficult to make data-driven decisions or to implement improvements that could enhance the success of future child protection strategies and interventions.

Respond to pressing issues on children through sustained coordinative functional mechanisms

Most of the existing national structures within the CWC regularly convene to address pressing issues and concerns related to child welfare and protection. These meetings serve as important platforms for dialogue, enabling stakeholders to discuss current challenges, share insights, and formulate appropriate recommendations and strategies to enhance child protection across the country. However, the National Network to End Violence Against Children operates differently, functioning as an ad hoc group. While it plays a crucial role in tackling violence against children, its irregular and less formalized structure limits its ability to address issues with the same consistency as other national mechanisms within the CWC.

At the sub-national level, the Regional Committees/Sub-committees for the Welfare of Children serve as vital links between national strategies and local realities. These bodies ensure that the issues and recommendations discussed at the national level are contextualized and addressed within their respective regions, taking into account the unique challenges and needs of local communities. This localized approach allows for more tailored interventions that can directly respond to the specific concerns affecting children in different regions, such as variations in poverty levels, access to education, and cultural attitudes toward child protection.

To further bolster child protection efforts at the grassroots level, the Local Council for the Protection of Children (LCPC) Consortium was established. This consortium represents a significant commitment to ensuring that local councils are adequately supported in fulfilling their mandate to protect child rights and welfare. By bringing together various stakeholders, the LCPC Consortium seeks to strengthen the capacity of local councils, providing them with the necessary resources, training, and support to carry out their responsibilities effectively. This focus on local empowerment is crucial for addressing child welfare concerns at their source, ensuring that protection mechanisms reach even the most vulnerable children.

SECTION 2: HUMAN RIGHTS-BASED SITUATION ANALYSIS AND ROLE AND CAPACITY GAPS ANALYSIS OF PHRP4 STAKEHOLDERS

A. Continuing human rights issues and concerns from the PHRP3 on CRC implementation

HRIAC No. 1: Inadequate mainstreaming of the 3rd NPAC at the national and regional levels

The inadequate mainstreaming of the 3rd NPAC at national and regional levels has limited its effectiveness in addressing children's needs, preventing the plan from achieving its intended goals. This issue arises from the lack of a finalized RPAC, which is essential for guiding implementers and planners at the regional level. Children sectors continue to face different challenges depending on their region, including Children in Street Situations (CiSS), Children in Situations of Armed Conflict, and Children from Indigenous Communities. As a result, the rights of the concerned sectors, such as access to education, protection, and basic services as mandated in the national law and UN CRC, are not completely realized.

The CWC along with its regional counterparts, the Regional/Sub-Committees on the Welfare of Children (R/SCWC), shall approach this concern by ensuring that the RPAC will be available for the 4th NPAC. Other duty-bearers responsible for respecting, protecting, and fulfilling child rights include various government agencies such as the Department of Agriculture (DA), Department of Education (DepEd), Department of the Interior and Local Government (DILG), Department of Labor and Employment (DOLE), Department of Justice (DOJ), Department of Health (DOH), National Economic and Development Authority (NEDA), National Nutrition Council (NNC), and local government units (LGUs). These entities have the mandate to implement policies and programs aimed at addressing the needs of vulnerable children per region guided by the finalized RPAC, although their capacity may vary due to resource limitations and differing levels of commitment.

Private sector organizations and CSOs also play a crucial role. They can provide additional resources, implement community programs, and advocate for policy changes, thus helping to address the existing gaps. Marginalized and disadvantaged sectors can enhance their advocacy by forming community groups as well as engaging in dialogue with duty-bearers to ensure their voices are heard and their rights upheld. Through collective action, they can demand accountability and drive change within their communities.

HRIAC No. 2: Establishment of a functional results-based monitoring and evaluation (M&E) and reporting system

The lack of a functional results-based monitoring, evaluation, and reporting system inhibits progress in advancing child rights by limiting the ability to effectively track and measure outcomes. Children in vulnerable situations–such as those in poverty, conflict zones, or facing exploitation and discrimination–are disproportionately affected by this HRIAC. Without a proper system in place, monitoring rights violations becomes difficult, resulting in a lack of accountability and delays in providing timely responses to emerging issues, further exacerbating their vulnerabilities.

Under international frameworks, such as the UN CRC, children are entitled to protection, education, health, and social services. The Philippines, as a signatory country, is obligated to submit periodic reports to the UN CRC, outlining the measures taken and the level of compliance in these international commitments.

As the lead agency, the CWC is responsible for coordinating and overseeing the implementation of programs and policies promoting child rights. It plays a central role in monitoring, evaluating, and reporting the effectiveness of these efforts, ensuring accountability, and guiding improvements. Other government agencies and LGUs also have essential roles in delivering child protection services at both national and local levels. NGOs are also contributors in this process as they are also encouraged to be involved in the government's reporting mechanism. NGOs can assist in the preparation of country reports and are often consulted by government agencies to incorporate their insights. Individual NGOs or coalitions also prepare alternative or "shadow" reports for the Committee's review, offering an independent assessment of the government's performance in upholding the Convention, ensuring transparency, and highlighting areas for improvement.

B. Emerging human rights issues and concerns from the concluding observations of International Human Rights Treaties and other UN Mechanisms

HRIAC No. 1: Inadequate promotion and implementation of priority legislative agenda on children's protection and welfare

The inadequate promotion and implementation of priority legislative agenda related to children's protection and welfare in the Philippines has resulted in significant violations of children's fundamental rights, as enshrined in international treaties such as the UN CRC, the 1987 Philippine Constitution, and national laws. This issue affects various marginalized and vulnerable sectors, including children in general, children with disabilities, children in conflict with the law, children in street situations, children affected by armed conflict, and indigenous children, as well as LGBTQIA children, those living with HIV, child laborers, and sexually abused and exploited children. These groups face multiple challenges, including limited access to education, healthcare, protection from abuse, and opportunities for participation in decisions affecting their lives.

Children, especially in marginalized communities, suffer from inadequate school facilities, a lack of trained teachers, and high dropout rates, which impede their right to quality education. Healthcare access is similarly limited, particularly in impoverished areas, contributing to preventable diseases, malnutrition, and high child mortality rates. Abuse, exploitation, and trafficking are widespread, as poverty and weak law enforcement hinder efforts to protect children from violence and exploitation. Children with disabilities face additional barriers, such as a lack of inclusive education, inaccessible facilities, and social stigma, which limit their

participation in society and their access to specialized healthcare services. Children in conflict with the law are often denied due process, legal representation, and rehabilitation services, leading to high rates of recidivism and social exclusion. Meanwhile, children living on the streets are exposed to extreme poverty, violence, and exploitation, with limited access to shelter, nutrition, and education. Children in situations of armed conflict endure violence, displacement, and trauma, with little access to humanitarian aid, education, or psychosocial support. Indigenous children experience cultural marginalization, land dispossession, and inadequate access to culturally appropriate education and healthcare.

Duty-bearers, including government agencies, LGUs, law enforcement, and the judiciary, are responsible for respecting, protecting, and fulfilling child rights. They are obligated to develop and implement policies, allocate resources, and ensure the enforcement of laws protecting children from abuse and exploitation. However, limited financial resources, weak coordination among government agencies, and a lack of political will have hindered effective implementation. Healthcare providers, educators, and social workers also face challenges such as inadequate infrastructure, insufficient training, and high caseloads, which impede their ability to deliver quality services to children.

Private sector entities have a role to play under the UN Guiding Principles on Business and Human Rights by ensuring their operations do not harm children, protecting child rights within their supply chains, and providing remedies for any violations. Affected children and communities can mobilize to advocate for their rights through participation in child-led organizations, community-based protection systems, and civil society initiatives. With coordinated efforts from the government, private sector, and civil society, the rights of children can be better protected, and the legislative agenda on children's welfare can be more effectively implemented.

HRIAC No. 2: Lack of integrated and centralized system in providing child protection services that are readily available to the public

Children with disabilities, those in conflict with the law, living on the streets, and in situations of armed conflict, children from indigenous committees including children from the marginalized vulnerable groups such as members of LGBTQIA, living with or affected by HIV, child laborers, and sexually abused and exploited children both online and offline are the groups who are most deprived of full protection, equal access to services, support, and opportunities. Children's inability to receive comprehensive protection services is also attributed to a number of factors, including persistent poverty and a lack of knowledge and awareness of the services offered to them.

Concerned government agencies, such as DOH, DOJ, DOLE, DSWD, PNP, DILG, CHR, among others, already have programs, projects, and activities to address these issues and concerns. These actions also comply with Article 3.3 of the UN Convention on the Rights of the Child (CRC), which states, "States Parties shall ensure that the institutions, services and facilities responsible for the care or protection of children conform with the standards established by competent authorities, particularly in the areas of safety, health, the number and suitability of their staff, as well as competent supervision."

However, due to the absence of an integrated and centralized system of government for the provision of child protection services, children from marginalized groups have continued to miss out on the opportunity to avail or receive the necessary full protection and services.

Thus, the government may initiate harmonizing the services by developing a flow of information on where, when, how, and what type of services could be fully availed by these children. This could also serve as a clear guide among agencies (in partnership with NGOs, CSOs, and private institutions), parents or guardians, and children themselves. The DICT can also be tapped to assist in creating a centralized data system to simplify the flow of integrated information in providing services.

SECTION 3: STATEMENT OF THEMATIC GOALS AND OBJECTIVES

Goal Statement: Strengthen advocacy for the adoption and enforcement of laws and policies at national and subnational levels that explicitly recognize and protect child rights, ensuring their access to effective preventive and treatment services as a fundamental human right.

Advocate for the adoption and enforcement of laws and policies at national and subnational levels that explicitly recognize and protect child rights, ensuring their access to effective preventive and treatment services as a fundamental human right.

To address the HRIACs, the objective is by promoting and enforcing specific laws and policies that explicitly recognize and protect child rights. This means both national and subnational governments are obliged to introduce legal structures ensuring children can access preventive and treatment services, recognizing these as fundamental human rights. Focusing on child specific legislation, the objective tries to safeguard the welfare and rights of all children.

Objective A – To address all the identified HRIACs on children that focus on the assessment of the PHRP3 within the next five years

The objective is to comprehensively address all identified HRIACs affecting children that were highlighted in the assessment of the PHRP3. To achieve this, government agencies and key stakeholders will come together to determine effective responses and actions that directly tackle these concerns. Success will be evident through the number of HRIACs resolved or addressed over the course of the initiative.

The approach will involve a structured engagement with relevant government agencies and CSOs through a series of carefully organized workshops, assessments, and consultations. These collaborative efforts will be guided by the data and reports made available by these agencies, allowing for well-informed decision-making. The results of these joint actions will help build a strong foundation for advocating the passage and enforcement of laws and policies, both at the national and subnational levels, that explicitly recognize and safeguard child rights.

The ultimate goal is to ensure that children have access to effective preventive and treatment services, which are recognized as fundamental human rights. This initiative will be completed within a five-year period, which aligns with the timeline of the PHRP4. This timeframe establishes a clear commitment to systematically addressing the HRIAC identified in PHRP3, ensuring that real progress is made within a defined and manageable period.

Objective B – To address 70% emerging HRIAC arising from concluding observations of the UN CRC within the next five years.

The objective is clear in its aim to address emerging HRIACs by focusing on issues arising from engagements with international and regional human rights mechanisms, as well as other stakeholders. By identifying this scope, the objective targets a well-defined area of concern within the broader realm of child rights promotion and protection. It narrows its focus to human rights issues that have surfaced due to direct interactions with international bodies and key regional players. This makes the objective actionable by directing efforts specifically toward identified challenges rather than broadly addressing all human rights issues.

To ensure that the objective is measurable, it can be tracked through various indicators, such as the number of HRIACs identified and resolved, the extent of participation in international and regional engagements, and the documented outcomes from CSO consultations. The process of identifying issues through rights-based situational analysis and enhancing these through a series of consultations with CSOs provides concrete milestones that can be assessed. Additionally, the objective can be measured by evaluating the degree of compliance or improvement in addressing children's human rights as observed through periodic reviews by international bodies like the UN Human Rights Council or other regional human rights platforms.

The objective is achievable because it builds upon existing mechanisms such as rights-based situational analyses and CSO consultations, which are already in place. The objective does not demand the creation of new systems but rather strengthens and utilizes current tools and collaborations to address the identified HRIAC. The involvement of both local and international stakeholders, including CSOs, ensures a support structure that can help achieve the objective through collaborative efforts. Furthermore, the alignment with existing human rights frameworks, like the UN CRC and the Child 21 Framework, adds legitimacy and ensures that mechanisms are already in motion to support the achievement of this goal.

Addressing emerging HRIAC is crucial for the protection and promotion of child rights. This objective is highly relevant within the context of the PHRP as it directly links to the broader goal of improving the country's human rights situation, especially in relation to vulnerable groups such as children. By focusing on concerns raised through international and regional mechanisms, the Philippines ensures it is responsive to external assessments and criticisms, thereby reinforcing its commitment to uphold international human rights standards. The objective is also relevant as it incorporates the voices of civil society through consultations, ensuring that the solutions are grounded in the experiences and needs of affected communities.

In summary, Objectives A and B adhere well to the SMART criteria by being specific, measurable, achievable, relevant, and time-bound. It establishes a clear pathway to addressing human rights issues that arise from international and regional engagements while ensuring that progress can be tracked, is attainable, and aligns with broader human rights goals within a defined period.

SECTION 4: STATEMENT OF OUTCOME, INDICATORS, AND TARGETS FOR IMPROVEMENT

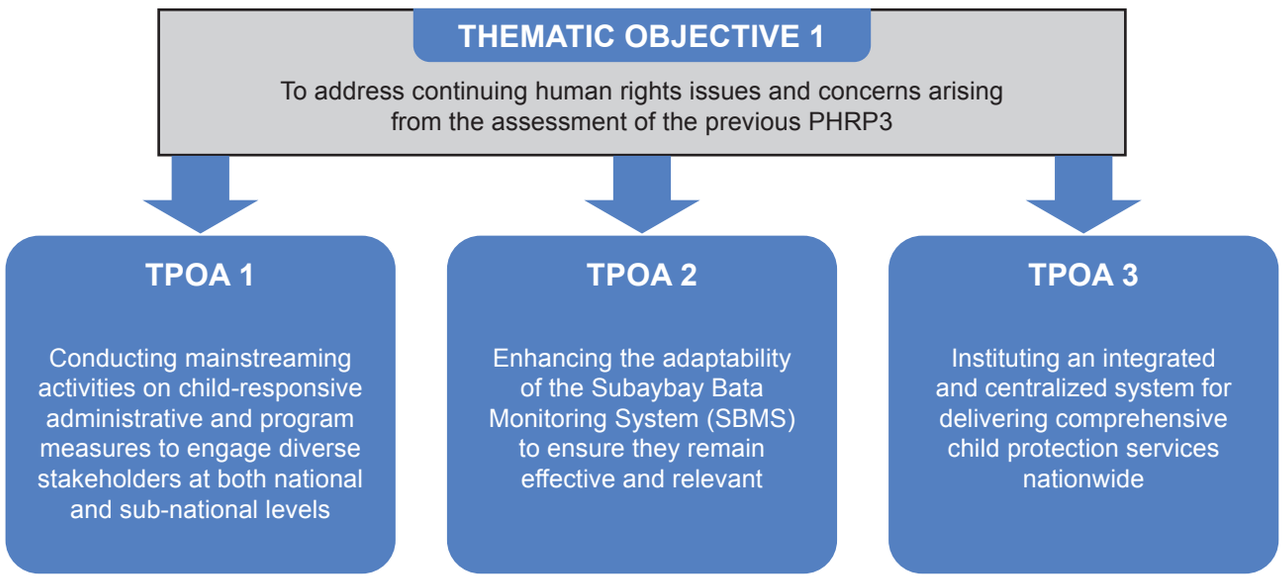
Outcome Statement

Improved access of children to effective preventive and treatment services within five years

Outcome Indicators and Target Improvements

Key Indicators	Baselines	Targets for Improvement
Protection		
Proportion of children aged 1-14 years who experienced any physical punishment and/or psychological aggression by caregivers in the past month	Philippine Statistics Authority - National Demographic and Health Survey (NDHS)	Decrease in trend
Number of reported abuse cases among children by type of abuse	Child Protection Network	Decrease in trend
Percentage of adults who think that physical punishment is necessary to raise/educate children	DSWD	Decrease in trend
Rate of online sexual abuse and exploitation of children	PSA-NDHS	Decrease in trend
Number of referred Violence Against Children cases received by Women and Children Protection Units in the Philippines, by source	DSWD Report	Decrease in trend
Percentage coverage of case management	CWC - Child-Friendly Local Governance Audit (CFLGA) Report	Increase in trend
Participation		
Percentage of LGUs with child representatives in the Local Council for the Protection of Children	CWC - CFLGA Report	Increase in trend
Percentage of LGUs whose child representatives were selected through Children's General Assembly	CWC - CFLGA Report	Increase in trend
Number of child-led advocacy LGU PPAs implemented	CWC - CFLGA Report	Increase in trend
Climate Change		
Number of deaths, missing persons, and directly affected persons attributed to disasters per 100,000 population	PSA	Decrease in trend
Proportion of local governments that adopt and implement local disaster risk reduction strategies in line with national disaster risk reduction strategies	National Disaster Risk Reduction and Management Council	Increase in trend
Percentage of LGUs that integrated the Comprehensive Emergency Program for Children in the Local Disaster Risk Reduction and Management Plan and Budget	CWC - CFLGA Report	Increase in trend
Proportion of families/households with access to basic drinking water services	PSA - NDHS	Increase in trend
Proportion of families/households with access to at least basic sanitation services	PSA - NDHS	Increase in trend

Figure 1 - Objective A TPOAs



Objective A: Continuing human rights issues and concerns from the PHRP3

TPOA No. 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels

Key Indicator: Percentage of mainstreaming activities conducted on child-responsive administrative and program measures to engage diverse stakeholders at national and sub-national levels

Baseline: 100% of mainstreaming activities relating to localization of the National Plan of Action for Children

Performance Targets:

2024-2028:

- Developed the Regional Plan of Action for Children for the 17 Regions
- Implemented Child-Responsive Administrative and Program Measures
- Strengthened National and Sub-National Engagement
- Established Regional Committee/ Subcommittees on the Welfare of Children (RCSCWC) on all 17 regions
- Provided technical assistance to LGUs particularly on four Legacies for Children (Local Development Plan for Children, Local Investment Plan for Children, Local Code for Children, and Local State of Children's Report)

The first TPOA focuses on conducting mainstreaming activities that promote child-responsive administrative and program measures at both the national and sub-national levels. This TPOA is designed to fulfill the obligations under the Philippine Constitution and the UN CRC particularly in ensuring that child rights are recognized and integrated into government policies and programs. Compliance with this TPOA is immediate, as it involves direct implementation of child-focused plans, including the NPAC and regional equivalents.

At the national level, the CWC serves as the lead agency, with cooperation from other key bodies such as the DSWD, DepEd, DOH, and LGUs. The LCPC can be tapped at the local level to support the implementation of these measures. Additionally, the establishment of

RCSCWC in all 17 regions ensures that child-focused programs are coordinated effectively at the regional level. These committees provide a platform for discussing and implementing child rights measures across different sectors. Furthermore, technical assistance is provided to LGUs, particularly in the development of the four Legacies for Children, which include: the Local Development Plan for Children (ensuring child-related concerns are integrated into local development agendas), the Local Investment Plan for Children (allocating financial resources to child-related initiatives), the Local Code for Children (codifying child protection and welfare policies), and the Local State of Children's Report (assessing and reporting on the well-being of children within the community). This approach strengthens local governance and ensures that child rights are systematically mainstreamed into government processes at all levels.

This TPOA aligns with several Sustainable Development Goals (SDGs), such as SDG 4 (Quality Education), SDG 3 (Good Health and Well-being), and SDG 16 (Peace, Justice, and Strong Institutions). By fostering awareness and mainstreaming child rights, this program promotes social equity, ensuring that all children, especially those from marginalized groups, have access to basic rights like education, healthcare, and protection from abuse. In terms of economic viability, raising awareness contributes to more inclusive economic growth by creating a society where child rights are respected and supported. Environmentally, the program can raise awareness of sustainable practices that affect children's future.

TPOA No. 2: Enhancing the adaptability of the Subaybay Bata Monitoring System (SBMS) to ensure they remain effective and relevant

Key Indicator: Adaptability of the SBMS enhanced to ensure effectiveness and relevance

Baseline: Zero reports generated from the SBMS

Performance Targets:

2024-2028:

- Enhanced SBMS systems and tools
- Conducted orientation of agencies and local units
- Designated and trained of SBMS point-persons
- Cascaded SBMS at the national level
- Developed and implemented data management processes
- Annual review and reporting

The second TPOA aims to modernize the SBMS and other monitoring systems to ensure they remain effective and relevant. This is a progressive obligation under the CRC and RA 9344 (Juvenile Justice and Welfare Act). Over the next five years, core compliance will involve upgrading and integrating these monitoring systems to track the state's implementation of child rights.

At the national level, the CWC is the lead agency, with technical assistance from agencies such as the DSWD, DICT, and local LGUs. Special Local Bodies, like the LCPCs, will be instrumental in generating data at the barangay and municipal levels. Regular cooperation between government entities, CSOs, and grassroots organizations will ensure that monitoring captures the realities of children across different sectors.

This program links directly to SDG 16 (Peace, Justice, and Strong Institutions) by improving child protection monitoring mechanisms and ensuring justice for children. The data collected will highlight disparities in service delivery, promoting social equity. The improvements in child monitoring also contribute to SDG 3 (Good Health and Well-being) and SDG 4 (Quality Education). Economically, better monitoring can optimize resource allocation for children's welfare programs, making government interventions more efficient and impactful.

TPOA No. 3: Instituting an integrated and centralized system for delivering comprehensive child protection services nationwide

Key Indicator: Establishment of a nationwide integrated and centralized system for delivering comprehensive child protection services

Baseline: Number of nationwide integrated and centralized system for delivering comprehensive child protection services

Performance Targets:

2024-2028:

- Reoriented 17 DILG-Regional LCPC focal persons
- Conducted rollout orientation for P/C/M/BCPC focal persons
- Approved the LCPC Consortium Strategic Plan
- Finalized the Comprehensive Program for Child Protection
  - Development of guidelines or manual for program implementation
  - Implementation and cascading at national and local levels
  - Assessment and evaluation of program implementation
- Developed and finalized the National Action Plan Against Online Sexual Abuse or Exploitation of Children (OSAEC) and Anti-Child Sexual Abuse or Exploitation Materials (CSAEM) (RA 11930)
- Included child protection policy in training programs
- Increased the number of LGUs with comprehensive local juvenile implementation plans
- Evaluated LCPC Functionality Assessment System
- Developed the strategic plan on children with disabilities
- Disseminated and implemented the Inter-Agency Council Against Trafficking (IACAT) Strategic Plan
- Established National Council Against Child Labor (NCACL) TWG on Enforcement and Partnership, and Advocacy and Communication
- Strengthened the Alternative Learning System (ALS) and reintegration system proposed to DepEd and equivalency program implemented
- Coordinated the development research on children left behind by migrant workers
- Improved the Comprehensive Emergency Program for Children
- Developed the sub-sector plan on children with HIV and AIDS – the 7th AIDS Medium-Term Plan
- Updated/Reviewied of the Philippine National Multisectoral Strategic Plan on Children in Street Situations (PNMSSPC) 2021-2025
- Promoted more child psychology practitioners to CHED
- Proposed the National Convergent Nutrition Program
- Returned a comprehensive physical education program for children and advocated for consumption of nutritious food
- Philippine Plan of Action for Nutrition (PPAN) Dissemination and Implementation

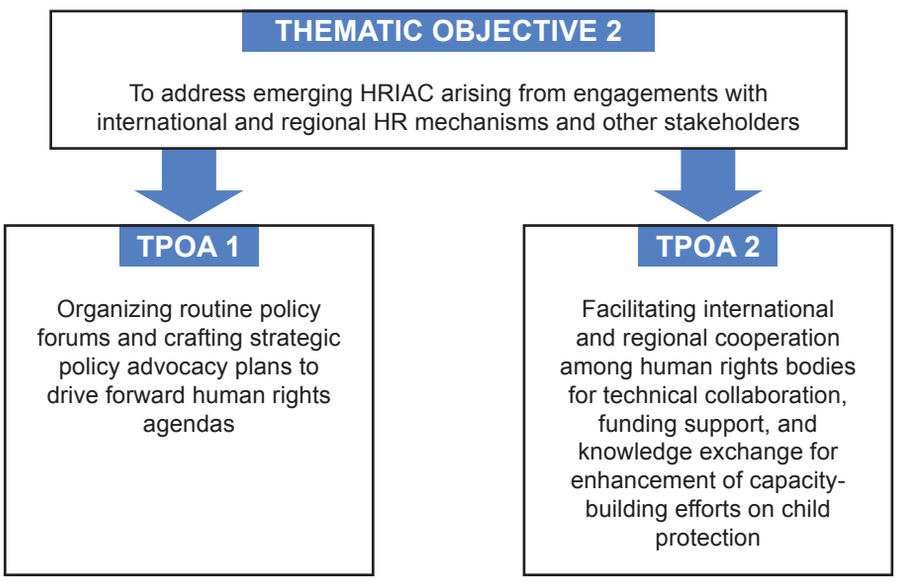
The third TPOA focuses on instituting an integrated and centralized child protection system that delivers comprehensive services nationwide. This TPOA addresses the obligations under the Declaration of the Rights of the Child and Republic Act No. 7610 (Special Protection of Children Against Abuse, Exploitation, and Discrimination Act). Compliance is progressive, focusing on building an effective and coordinated system within the next five years. Core compliance will involve the establishment of integrated child protection services at both the national and local levels.

The CWC, in partnership with the DSWD and LGUs, will lead the initiative. Special local bodies, such as the LCPC, will be engaged to ensure service delivery down to the barangay level. The program encourages collaboration between government agencies, NGOs, and community-based organizations to form a holistic protection system for children.

This TPOA is aligned with SDG 3 (Good

Health and Well-being), SDG 4 (Quality Education), and SDG 16 (Peace, Justice, and Strong Institutions). It also addresses SDG 10 (Reduced Inequalities) by ensuring equal access to protection services. In terms of sustainable development, this system promotes social equity by ensuring vulnerable children are protected and supported. Economic viability is enhanced by preventing long-term social issues related to child abuse and exploitation, which are costly to address retrospectively.

Figure 2 - Objective B TPOAs



Objective B: Emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders

TPOA No. 1: Organizing routine policy forums and crafting strategic policy advocacy plans to drive forward human rights agendas

Key Indicator: Regular organization of policy forums and development of strategic policy advocacy plans to advance human rights agendas

Baseline: Percentage of legislative agenda passed and implemented

Performance Targets:

2024-2028:

- Created and passed the Philippine Commission on Children (PCCh)/Magna Carta of Children Bill
- Enacted Anti-Corporal Punishment Bill or Positive Parenting Bill
- Inclusion of children in the Mental Health Law
- Enacted the Adolescent Pregnancy Bill
- Institutionalized the MAKABATA Helpline 1383
- Enacted NEDA-DILG-Leagues Resolution on the creation of Local Special Bodies for Children
- Developed the Implementing Rules and Regulations on Philippine Commission on Children and/or Magna Carta of Children
- Institutionalized MAKABATA Helpline 1383 as the focal helpline for children in the Philippines

The fourth TPOA involves organizing routine policy forums and crafting strategic advocacy plans to advance human rights agendas for children. This TPOA is progressive, focusing on building a sustained legislative agenda for child rights. Core compliance over the next five years will involve continuous policy advocacy to ensure laws like the Positive Parenting Bill and the Anti-Corporal Punishment Bill are enacted and implemented.

At the national level, the CWC and the Presidential Legislative Liaison Office will lead policy advocacy efforts, with support from Congress and the Senate. Collaboration with CSOs and grassroots organizations will enhance advocacy efforts and ensure community perspectives are reflected in national policies.

This TPOA directly contributes to SDG 16 (Peace, Justice, and Strong Institutions) and SDG 10 (Reduced Inequalities). By advocating for stronger legal protections for children, the program promotes social equity and justice. Economically, advancing child rights contributes to long-term stability, which is essential for economic development. Socially, it strengthens governance mechanisms by ensuring marginalized children's voices are heard in policy discussions.

TPOA No. 2: Facilitating international and regional cooperation among human rights bodies for technical collaboration, funding support, and knowledge exchange for enhancement of capacity-building efforts on child protection

Key Indicator: Facilitation of international and regional cooperation among human rights bodies for technical collaboration, funding support, and knowledge exchange to enhance capacity-building efforts on child protection

Baseline: Percentage of current level of international and regional cooperation, including the number of existing partnerships, the amount of funding support secured, the frequency of knowledge exchange programs, and the present capacity-building efforts in child protection without additional external support

Performance Targets:

2024-2028:

- Facilitated international and regional cooperation
  - Technical collaboration and knowledge exchange
  - Funding support
  - Capacity-building efforts
- Continuous collaboration with local and foreign law enforcement
  - Information sharing
  - Capacity building
  - Partnership agreements
  - Elimination of violence against children

The fifth TPOA aims to foster international and regional collaborations to enhance capacity-building efforts in child rights. This TPOA focuses on technical collaborations to facilitate knowledge sharing and strengthen the capacity of government agencies and CSOs to uphold child rights. Compliance is progressive, with core compliance involving the establishment of regular technical cooperation initiatives over the next five years.

The CWC, DSWD, and the DFA will lead these efforts, working closely with international bodies like the UN and ASEAN. Local governments and CSOs will participate by sharing local best practices and adopting international standards for child rights.

This TPOA contributes to SDG 16 (Peace, Justice, and Strong Institutions) and SDG 17 (Partnerships for the Goals). By enhancing capacity building through international collaboration, this program strengthens governance and institutional capacity. The program's impact on social equity is significant, as it allows for the adoption of best practices that protect the most vulnerable children. Economically, these partnerships help leverage resources and expertise, enhancing the overall efficiency of child protection systems.

SECTION 6: PLAN OF WORK: 2024-2028

MATRIX 1: PLAN OF WORK: 2024-2028

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3

Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Risks/Constraints/Assumptions and Mitigating Measures
Year 2024						
Identified commitments and targets of the different agencies responsible for the implementation of the 4th NPAC		Identifying commitments and targets within the 4th National Plan of Action for Children entails reviewing policy documents, stakeholder mapping, data collection, workshops, coordination mechanisms, monitoring and evaluation frameworks, capacity building, and feedback mechanisms to ensure effective implementation by relevant agencies.	Increased percentage of NPAC indicators reviewed and vetted within the designated timeframe	Q1 to Q4	CWC/All agencies	**Budget Constraints:** Limited financial resources can restrict the thoroughness and scope of the review and vetting process. **Human Resources:** Insufficient staffing and lack of adequately trained personnel can affect the efficiency and quality of the review process.
			Increased number of annual targets identified based on agency mandates		CWC/All agencies	
		Identification of threats to learners (children) and the specific PPAs to address them	Increased number of threats to learners identified in the previous year (2023)		DepEd	**Budget Constraints:** Limited financial resources can restrict the implementation of PPAs and the development of policies. **Staffing and Training:** Insufficient or inadequately trained personnel can impact the effectiveness of initiatives. **Legal Support:** Effectiveness in handling administrative cases involving teachers and learners can be influenced by the robustness of the legal and regulatory framework.
			Increased number of specific PPAs developed to address these threats		DepEd	
			Increased number of administrative cases prioritized and handled by the Legal Division		DepEd	
			Resolution rate of administrative cases (number of cases resolved/ number of cases received)		DepEd	
		Identify commitments under the Child Labor Prevention and Elimination Program (CLPEP) and in consideration of the Philippine Program Against Child Labor (PPACL) Action Plan.	Increased percentage of Identified Commitments under the CLPEP and PPACL Action Plan achieved		DOLE	**Resource Constraints:** Limited financial resources, insufficient staffing, and inadequate infrastructure can hinder the effective implementation of programs and actions outlined in CLPEP and PPACL. **Policy and Regulatory Challenges**: Inconsistencies in policies, regulatory frameworks, and enforcement mechanisms at the national and local levels can impede efforts to combat child labor effectively.

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)**						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/Assumptions and Mitigating Measures**
						Capacity-Building Needs: The need for training and capacity-building programs among relevant stakeholders, including government agencies, civil society organizations, and communities, to enhance their knowledge and skills in addressing child labor issues.
		• Presence of protocols adapted by the JJWC and being utilized by duty-bearers handling CAR and CICL • Council Adoption of the Enhanced Guidelines on Child Participation by the CWC	Increased percentage of duty-bearers handling CAR and CICL trained on and utilizing JJWC-adapted protocols.		JJWC	**Resource Constraints:** Limited financial, human, or technological resources may hinder the effective implementation of the protocols and guidelines. Seek partnerships, allocate resources efficiently, and explore alternative funding sources to mitigate these constraints.
		Local Government Units with forged MOA on Adoption and Alternative Child Care	Increased percentage of LGUs with forged MOAs on Adoption and Alternative Child Care		NACC	Challenges may arise in coordinating efforts among multiple agencies and stakeholders involved in the adoption and alternative child care process. Establish clear communication channels, hold regular coordination meetings, and develop memoranda of understanding (MOUs) to streamline collaboration and resolve conflicts or discrepancies effectively.

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)**						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/Assumptions and Mitigating Measures**
Year 2025						
Identified commitments and targets of the different agencies responsible for the implementation of the 4th NPAC		Identifying commitments and targets within the 4th NPAC entails reviewing policy documents, stakeholder mapping, data collection, workshops, coordination mechanisms, monitoring and evaluation frameworks, capacity building, and feedback mechanisms to ensure effective implementation by relevant agencies.	Increased percentage of NPAC indicators reviewed and vetted within the designated timeframe	Q1 to Q4	CWC/All agencies	**Budget Constraints:** Limited financial resources can restrict the thoroughness and scope of the review and vetting process. **Human Resources:** Insufficient staffing and lack of adequately trained personnel can affect the efficiency and quality of the review process.
			Increased number of annual targets identified based on agency mandates		CWC/All agencies	

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)**						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/Assumptions and Mitigating Measures**
		Identification of threats to learners (children) and the specific PPAs to address them.	Increased number of threats to learners identified in the previous year (2023)		DepEd	**Budget Constraints:** Limited financial resources can restrict the implementation of PPAs and the development of policies. **Staffing and Training:** Insufficient or inadequately trained personnel can impact the effectiveness of initiatives. **Legal Support:** Effectiveness in handling administrative cases involving teachers and learners can be influenced by the robustness of the legal and regulatory framework.
			Increased number of specific PPAs developed to address these threats		DepEd	
			Increased number of administrative cases prioritized and handled by the Legal Division		DepEd	
			Resolution rate of administrative cases (number of cases resolved/number of cases received)		DepEd	
		Identify commitments under the CLPEP and in consideration of the PPACL Action Plan.	Increased percentage of Identified Commitments under the CLPEP and PPACL Action Plan achieved		DOLE	**Resource Constraints:** Limited financial resources, insufficient staffing, and inadequate infrastructure can hinder the effective implementation of programs and actions outlined in CLPEP and PPACL. **Policy and Regulatory Challenges**: Inconsistencies in policies, regulatory frameworks, and enforcement mechanisms at the national and local levels can impede efforts to combat child labor effectively. **Capacity-Building Needs:** The need for training and capacity-building programs among relevant stakeholders, including government agencies, civil society organizations, and communities, to enhance their knowledge and skills in addressing child labor issues.
		• Presence of protocols adapted by the JJWC and being utilized by duty-bearers handling CAR and CICL • Council Adoption of the Enhanced Guidelines on Child Participation by the CWC	Increased percentage of duty-bearers handling CAR and CICL trained on and utilizing JJWC-adapted protocols.		JJWC	**Resource Constraints:** Limited financial, human, or technological resources may hinder the effective implementation of the protocols and guidelines. Seek partnerships, allocate resources efficiently, and explore alternative funding sources to mitigate these constraints.
		Local Government Units with forged MOA on Adoption and Alternative Child Care	Increased percentage of LGUs with forged MOAs on Adoption and Alternative Child Care		NACC	Challenges may arise in coordinating efforts among multiple agencies and stakeholders involved in the adoption and alternative child care process. Establish clear communication channels, hold regular coordination meetings, and develop memoranda of understanding (MOUs) to streamline collaboration and resolve conflicts or discrepancies effectively.

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3

Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/Assumptions and Mitigating Measures**
Issued a Joint Memorandum Circular on the cascading of the 4th NPAC indicators at the local level		Localization of the 4th NPAC	Increased number of region with produced Regional Action Plan for Children		DILG CWC	
Reviewed the status of the agency commitments on NPAC indicators and targets collaboratively					CWC RSCWC	Misalignment or inconsistencies between national, regional, and local policy and legal frameworks may create barriers to mainstreaming NPAC activities. Clear guidance and coordination mechanisms are necessary to ensure coherence and facilitate the integration of NPAC goals into regional and local policies and plans. **Data and Information:** Inadequate data and information systems at the regional and local levels can limit the availability of evidence-based decision-making and monitoring of NPAC activities. Investing in data collection, analysis, and dissemination mechanisms is essential for informing mainstreaming efforts and tracking progress toward NPAC goals.
Cascaded the 4th NPAC at the local level through the Regional Plan of Action			Increased percentage of Mainstreamed NPAC Activities Implemented at the Regional and Local Levels			
Pilot Cascading of the 4th NPAC through the RPAC at the Provincial/ City/Municipal/ Barangay Level			Increased number of Pilot LGUs with localized version of Action Plan for Children			
Established RCSCWC in all 17 regions		Establish Committees/Sub-committees on the Welfare of Children with 100% child representation	50% of Cities and 25% of Municipalities have established Committees/Sub-committees on the Welfare of Children with 100% child representation			

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3

Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/Assumptions and Mitigating Measures**
Year 2026						
Identified commitments and targets of the different agencies responsible for the implementation of the 4th NPAC		Identifying commitments and targets within the 4th NPAC entails reviewing policy documents, stakeholder mapping, data collection, workshops, coordination mechanisms, monitoring and evaluation frameworks, capacity building, and feedback mechanisms to ensure effective implementation by relevant agencies.	Increased percentage of NPAC indicators reviewed and vetted within the designated time frame	Q1 to Q4	CWC/All agencies	**Budget Constraints:** Limited financial resources can restrict the thoroughness and scope of the review and vetting process. **Human Resources:** Insufficient staffing and lack of adequately trained personnel can affect the efficiency and quality of the review process.
			Increased number of annual targets identified based on agency mandates		CWC/All agencies	

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)**						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/Assumptions and Mitigating Measures**
		Identification of threats to learners (children) and the specific PPAs to address them	Increased number of threats to learners identified in the previous year (2023)		DepEd	**Budget Constraints:** Limited financial resources can restrict the implementation of PPAs and the development of policies. **Staffing and Training:** Insufficient or inadequately trained personnel can impact the effectiveness of initiatives. **Legal Support:** Effectiveness in handling administrative cases involving teachers and learners can be influenced by the robustness of the legal and regulatory framework.
			Increased number of specific PPAs developed to address these threats		DepEd	
			Increased number of administrative cases prioritized and handled by the Legal Division		DepEd	
			Resolution rate of administrative cases (number of cases resolved/ number of cases received)		DepEd	
		Identify commitments under the CLPEP and in consideration of the PPACL Action Plan.	Increased percentage of Identified Commitments under the CLPEP and PPACL Action Plan achieved		DOLE	**Resource Constraints:** Limited financial resources, insufficient staffing, and inadequate infrastructure can hinder the effective implementation of programs and actions outlined in CLPEP and PPACL. **Policy and Regulatory Challenges**: Inconsistencies in policies, regulatory frameworks, and enforcement mechanisms at the national and local levels can impede efforts to combat child labor effectively. **Capacity-Building Needs:** The need for training and capacity-building programs among relevant stakeholders, including government agencies, civil society organizations, and communities, to enhance their knowledge and skills in addressing child labor issues
		• Presence of protocols adapted by the JJWC and being utilized by duty-bearers handling CAR and CICL • JJWC Board Adoption of the Enhanced Guidelines on Child Participation by the CWC	Increased percentage of duty-bearers handling CAR and CICL trained on and utilizing JJWC-adapted protocols.		JJWC	**Resource Constraints:** Limited financial, human, or technological resources may hinder the effective implementation of the protocols and guidelines. Seek partnerships, allocate resources efficiently, and explore alternative funding sources to mitigate these constraints.

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)**						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/Assumptions and Mitigating Measures**
		LGUs with forged MOA on Adoption and Alternative Child Care	Increased percentage of LGUs with forged MOAs on Adoption and Alternative Child Care		NACC	Challenges may arise in coordinating efforts among multiple agencies and stakeholders involved in the adoption and alternative child care process. Establish clear communication channels, hold regular coordination meetings, and develop memoranda of understanding (MOUs) to streamline collaboration and resolve conflicts or discrepancies effectively.
Pilot Cascading of the 4th NPAC through the RPAC at the Provincial/ City/Municipal/ Barangay Level		Localization of the NPAC	Increased number of LGUs with localized action plan for children based on the RPAC		CWC RCSCWC	
Reviewed the status of the agency commitments on NPAC indicators and targets collaboratively		Issuance of revised Child-Friendly Local Government Audit (CFLGA) and the revised memorandum circular	Number of CFLGA Focal Person oriented on the revised guidelines		DILG	**Risk:** Unavailability of budget **Mitigating measure:** Include activity in the LCPC Consortium Plan.
Established RCSCWC in all 17 regions		Establish Committees/ Sub-committees on the Welfare of Children with 100% child representation.	70% of Cities and 50% of Municipalities have established Committees/Sub-committees on the Welfare of Children with 100% child representation.		CWC	

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)**						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/Assumptions and Mitigating Measures**
Year 2027						
Identified commitments and targets of the different agencies responsible for the implementation of the 4th NPAC		Identifying commitments and targets within the 4th NPAC entails reviewing policy documents, stakeholder mapping, data collection, workshops, coordination mechanisms, monitoring and evaluation frameworks, capacity building, and feedback mechanisms to ensure effective implementation by relevant agencies	Increased percentage of NPAC indicators reviewed and vetted within the designated timeframe	Q1 to Q4	CWC/All agencies	**Budget Constraints:** Limited financial resources can restrict the thoroughness and scope of the review and vetting process. **Human Resources:** Insufficient staffing and lack of adequately trained personnel can affect the efficiency and quality of the review process.
			Increased number of annual targets identified based on agency mandates		CWC/All agencies	

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)**						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/Assumptions and Mitigating Measures**
		Identification of threats to learners (children) and the specific PPAs to address them	Increased number of threats to learners identified in the previous year (2023)		DepEd	**Budget Constraints:** Limited financial resources can restrict the implementation of PPAs and the development of policies. **Staffing and Training:** Insufficient or inadequately trained personnel can impact the effectiveness of initiatives. **Legal Support:** Effectiveness in handling administrative cases involving teachers and learners can be influenced by the robustness of the legal and regulatory framework.
			Increased number of specific PPAs developed to address these threats		DepEd	
			Increased number of administrative cases prioritized and handled by the Legal Division		DepEd	
			Resolution rate of administrative cases (number of cases resolved/number of cases received)		DepEd	
		Identify commitments under the CLPEP and in consideration of the PPACL Action Plan.	Increased percentage of identified commitments under the CLPEP and PPACL Action Plan achieved		DOLE	**Resource Constraints:** Limited financial resources, insufficient staffing, and inadequate infrastructure can hinder the effective implementation of programs and actions outlined in CLPEP and PPACL. **Policy and Regulatory Challenges**: Inconsistencies in policies, regulatory frameworks, and enforcement mechanisms at the national and local levels can impede efforts to combat child labor effectively. **Capacity-Building Needs:** The need for training and capacity-building programs among relevant stakeholders, including government agencies, civil society organizations, and communities, to enhance their knowledge and skills in addressing child labor issues.
		• Presence of protocols adapted by the JJWC and being utilized by duty-bearers handling CAR and CICL • JJWC Board Adoption of the Enhanced Guidelines on Child Participation by the CWC	Increased percentage of duty-bearers handling CAR and CICL trained on and utilizing JJWC-adapted protocols		JJWC	**Resource Constraints:** Limited financial, human, or technological resources may hinder the effective implementation of the protocols and guidelines. Seek partnerships, allocate resources efficiently, and explore alternative funding sources to mitigate these constraints.

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)**						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/Assumptions and Mitigating Measures**
		Local Government Units with forged MOA on Adoption and Alternative Child Care	Increased percentage of LGUs with forged MOAs on Adoption and Alternative Child Care		NACC	Challenges may arise in coordinating efforts among multiple agencies and stakeholders involved in the adoption and alternative child care process. Establish clear communication channels, hold regular coordination meetings, and develop memoranda of understanding (MOUs) to streamline collaboration and resolve conflicts or discrepancies effectively.
Pilot Cascading of the 4th NPAC through the RPAC at the Provincial/ City/Municipal/ Barangay Level		Localization of the NPAC	Increased number of LGUs with localized action plan for children		CWC RCSCWC	
RCSCWC in all 17 regions		Establish Committees/ Sub-committees on the Welfare of Children with 100% child representation	100% of Cities and 75% of Municipalities have established Committees/Sub-committees on the Welfare of Children with 100% child representation		CWC	

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)**						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2028						
Identified commitments and targets of the different agencies responsible for the implementation of the 4th NPAC		Identifying commitments and targets within the 4th NPAC entails reviewing policy documents, stakeholder mapping, data collection, workshops, coordination mechanisms, monitoring and evaluation frameworks, capacity-building, and feedback mechanisms to ensure effective implementation by relevant agencies	Increased percentage of NPAC indicators reviewed and vetted within the designated timeframe	Q1 to Q4	CWC/All agencies	**Budget Constraints:** Limited financial resources can restrict the thoroughness and scope of the review and vetting process. **Human Resources:** Insufficient staffing and lack of adequately trained personnel can affect the efficiency and quality of the review process.
			Increased number of annual targets identified based on agency mandates		CWC/All agencies	
		Identification of threats to learners (children) and the specific PPAs to address them	Increased number of threats to learners identified in the previous year (2023)		DepEd	**Budget Constraints:** Limited financial resources can restrict the implementation of PPAs and the development of policies. **Staffing and Training:** Insufficient or inadequately trained personnel can impact the effectiveness of initiatives. **Legal Support:** Effectiveness in handling administrative cases involving teachers and learners can be influenced by the robustness of the legal and regulatory framework.
			Increased number of specific PPAs developed to address these threats		DepEd	
			Increased number of administrative cases prioritized and handled by the Legal Division		DepEd	
			Resolution rate of administrative cases (number of cases resolved/number of cases received)		DepEd	

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)**						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
		Identify commitments under the CLPEP and in consideration of the PPACL Action Plan.	Increased percentage of Identified Commitments under the CLPEP and PPACL Action Plan achieved		DOLE	**Resource Constraints:** Limited financial resources, insufficient staffing, and inadequate infrastructure can hinder the effective implementation of programs and actions outlined in CLPEP and PPACL. **Policy and Regulatory Challenges**: Inconsistencies in policies, regulatory frameworks, and enforcement mechanisms at the national and local levels can impede efforts to combat child labor effectively. **Capacity-Building Needs:** The need for training and capacity-building programs among relevant stakeholders, including government agencies, civil society organizations, and communities, to enhance their knowledge and skills in addressing child labor issues.
		• Presence of protocols adapted by the JJWC and being utilized by duty-bearers handling CAR and CICL • JJWC Board Adoption of the Enhanced Guidelines on Child Participation by the CWC	Increased percentage of duty-bearers handling CAR and CICL trained on and utilizing JJWC-adapted protocols.		JJWC	**Resource Constraints:** Limited financial, human, or technological resources may hinder the effective implementation of the protocols and guidelines. Seek partnerships, allocate resources efficiently, and explore alternative funding sources to mitigate these constraints.
		LGUs with forged MOA on Adoption and Alternative Child Care	Increased percentage of LGUs with forged MOAs on Adoption and Alternative Child Care		NACC	Challenges may arise in coordinating efforts among multiple agencies and stakeholders involved in the adoption and alternative child care process. Establish clear communication channels, hold regular coordination meetings, and develop memoranda of understanding (MOUs) to streamline collaboration and resolve conflicts or discrepancies effectively.
Pilot Cascading of the 4th NPAC through the RPAC at the Provincial/ City/Municipal/ Barangay Level		Localization of the 4th NPAC	Increased number of LGUs with localized action plan for children		CWC RCSWC	

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)**						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Established an RCSCWC in all 17 regions		Establish Committees/ Sub-committees on the Welfare of Children with 100% child representation.	All Municipalities have established Committees/Sub-committees on the Welfare of Children with 100% child representation.		CWC	

Thematic Program of Action 2: Enhance the adaptability of the Subaybay Bata Monitoring System to ensure they remain effective and relevant.						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2024						
Enhanced Subaybay Bata Monitoring System (SBMS) Tools		Identification of CWC Focal Person on the SBMS	Increased number of agencies with SBMS Focal Person	Q1 to Q4	CWC	
		Development of the SBMS module	Increased number of module developed and disseminated			
• Provided accurate data on cases involving violence against children (annually) • Extracted data from the Crime Incident, Reporting and Analysis System (CIRAS) and Child Labor Prevention and Elimination Program (CLPEP)		Develop and implement a systematic process to extract, verify, analyze, and report accurate data on cases involving violence against children from the CIRAS and CLPEP annually, ensuring timely and reliable information for decision-making and intervention purposes.	Increased number of reports generated and shared with the CWC		PNP DOLE CWC	

Thematic Program of Action 2: Enhance the adaptability of the Subaybay Bata Monitoring System to ensure they remain effective and relevant.						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2025						
Enhanced SBMS Systems and Tools		The plan involves enhancing SBMS systems and tools, orienting agencies and local agencies, designating and training SBMS point-persons, and cascading the SBMS at sub-national levels to strengthen strategic management and decision-making processes.	Increased number of agencies with SBMS Focal Person	Q1 to Q4	All agencies	
Orientation of agencies and local agencies on the enhanced SBMS			Increased number of orientation provided on the enhanced SBMS		CWC	
			Increased number of training and capacity building provided to point-person at the agency and sub-national levels			
			Increased number of cascading activities conducted at sub-national levels			

Thematic Program of Action 2: Enhance the adaptability of the Subaybay Bata Monitoring System to ensure they remain effective and relevant.						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Provided accurate data on cases involving violence against children (annually) Extracted data from the CIRAS and CLPEP		Develop and implement a systematic process to extract, verify, analyze, and report accurate data on cases involving violence against children from the CIRAS and CLPEP annually, ensuring timely and reliable information for decision-making and intervention purposes.	Increased number of reports generated and shared with the CWC		PNP DOLE CWC	

Thematic Program of Action 2: Enhance the adaptability of the Subaybay Bata Monitoring System to ensure they remain effective and relevant.						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2026						
Enhanced SBMS Tools		The plan involves enhancing SBMS tools, orienting agencies and local agencies, designating and training SBMS point-persons, and cascading the SBMS at sub-national levels to strengthen strategic management and decision-making processes.	Increased number of agencies with SBMS Focal Person	Q1 to Q4	All agencies	
			Increased number of orientation provided on the enhanced SBMS		CWC	
			Increased number of training and capacity building provided to point-person at the agency		CWC	
Orientation of agencies and local agencies on the enhanced SBMS			Increased number of orientation provided on the enhanced SBMS		CWC	
Provided accurate data on cases involving violence against children (annually) Extracted data from the CIRAS and CLPEP		Develop and implement a systematic process to extract, verify, analyze, and report accurate data on cases involving violence against children from the CIRAS and CLPEP annually, ensuring timely and reliable information for decision-making and intervention purposes.	Increased number of reports generated and shared with the CWC		PNP DOLE CWC	

Thematic Program of Action 2: Enhance the adaptability of the Subaybay Bata Monitoring System to ensure they remain effective and relevant.						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2027-2028						
Generated reports		Develop a comprehensive plan for the generation of SBMS, encompassing initial assessment, requirements gathering, iterative design and development, implementation, monitoring, evaluation, and ongoing maintenance and support.	Increased number of reports generated and shared	Q1 to Q4	CWC	
• Provided accurate data on cases involving violence against children (annually) • Extracted data from the CIRAS and CLPEP		Develop and implement a systematic process to extract, verify, analyze, and report accurate data on cases involving violence against children from the CIRAS and CLPEP annually, ensuring timely and reliable information for decision-making and intervention purposes.	Increased number of reports generated and shared with the CWC		PNP DOLE CWC	

Thematic Program of Action 3: Instituting an integrated and centralized system for delivering comprehensive child protection services nationwide						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2024						
Reorientation and training of LCPCs at the sub-national levels on their mandates		Reorientation of 17 DILG-Regional LCPC Focal Persons Rollout Orientation for P/C/M/ BCPC Focal Persons	Increased number of DILG-Regional LCPC Focal Persons reoriented	Q1 to Q4	DILG	
Planned child protection programs and projects at the sub-national levels with corresponding budget appropriation through local ordinances.		Approval of the LCPC Consortium Strategic Plan	Increased number of plan and commitments of the LCPC Consortium Strategic Plan vetted and reviewed		DILG	
		• Finalization of the updating of the comprehensive program for child protection • Development of guidelines or manual for the implementation of the said program • Implementation at the national and local levels • Continue to cascade at the local levels • Assessment and evaluation of the implementation of the program	Comprehensive program for child protection developed/number of local offices where the program cascaded		DOJ	
		• Increase in the number of LGUs with Comprehensive Local Juvenile Implementation Plan • Development and finalization of the National Action Plan Against OSAEC and CSAEM (RA 11930) • Implementation of the 4th National Plan Against Trafficking in Persons (2023-2027), on key areas on: prevention, law enforcement and prosecution, protection, and partnership	• Increased number (836) of LGUs for the development and adoption of CLJIPs • Action Plan against OSAEC/ CSAEM developed and implemented • Action Plan on Trafficking in Persons implemented		JJWC	
Implemented and monitored child protection programs and projects		Include the Child Protection Policy anchored on the special penal laws relating to children in the programs of instruction on all specialized and mandatory courses for PNP personnel and other training and learning opportunities.	100% of PNP personnel abide with the zero-tolerance policy for any act of violence against children.		PNP	
Children with disabilities		Development of the Strategic Plan on Children with Disabilities	Launching of the Strategic Plan on Children with Disabilities		CWC	
Reduced Violence Against Children (2020 data), including online and offline sexual exploitation/abuse (RA 11930)		Advocate for the implementation of RA 11930 or the Anti-OSAEC CSAEM law	Creation of Registries: • Blacklisted Aliens • OSAEC and CSAEM Offenders Establish: • Age verification • Referral Pathway		CWC	

Thematic Program of Action 3: Instituting an integrated and centralized system for delivering comprehensive child protection services nationwide						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Decreased number of child trafficking		Dissemination and implementation of IACAT Strategic Plan	• Increased percent implementation of IACAT Strategic Plan • Increased awareness on IACAT Strategic Plan		CWC	
Eliminated child labor		• Establishment of NCACL TWG on Enforcement and Partnership • Establishment of NCACL TWG on Advocacy and Communication	Establishment of dedicated structures to address child labor (Enforcement and Partnership, and Advocacy and Communication)		CWC	
Provided support and opportunities for out-of-school children		• Policy strengthening the ALS and reintegration system proposed to DepEd • Equivalency program implemented	Increased number of children finishing programs under the ALS and equivalency programs		DepEd	

Thematic Program of Action 3: Instituting an integrated and centralized system for delivering comprehensive child protection services nationwide						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2025						
Reorientation and training of LCPCs at the sub-national levels on their mandates		Orientation to DILG Regional - Local Council for the Protection of Children Focal Person	Number of P/C/M/BCPC Focal Person oriented on the mandate of the LCPCs	Q1 to Q4	DILG	
		Rollout Orientation for P/C/M/ BCPC Focal Persons		Q3 to Q4		
Planned child protection programs and projects at the sub-national levels with corresponding budget appropriation through local ordinances		Development and finalization of the National Action Plan Against OSAEC and CSAEM (RA No. 11930) Implementation of the 4th National Plan Against Trafficking in Persons (2023-2027), on key areas on: prevention, law enforcement and prosecution, protection, and partnership	Action Plan against OSAEC/CSAEM developed and implemented Action Plan on Trafficking in Persons implemented	Q1 to Q4	IACAT - VAWC	
Implemented and monitored child protection programs and projects		Conduct of post-implementation review/ assessment of the LCPC Consortium 2024-2026 Strategic Plan	Increased percentage of Completion for Post-Implementation Review/ Assessment of the LCPC Consortium 2024-2026 Strategic Plan			
		Assessment and evaluation of the implementation of the program	• Protocols on case management developed/number of printed protocols disseminated/ number of trainings conducted • Number of trained prosecutors and law enforcers increased		DOJ	

Thematic Program of Action 3: Instituting an integrated and centralized system for delivering comprehensive child protection services nationwide						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
		Percentage increase in LGUs with at least 1% IRA/NTA utilized on CLJIP implementation, programs for children, and LCPC Strengthening	Increased number (836) of LGUs with at least 1% NTA utilized		JJWC	Priority of local leadership that might affect the implementation of child-related programs/projects in the LGU.
Integrated of local monitoring systems with CWC and DILG		Evaluation of LCPC Functionality Assessment System	Increased number of LCPCs assessed	Q2	DILG	
Increased understanding on the situations of children abandoned and deprived of parental care		Coordinate the development research on children left behind by migrant workers.	Research on children left behind by migrant workers	Q1 to Q4	CWC DMW	
Reduced risk and improve management of internally displaced children (disaster-driven)		Improve the Comprehensive Emergency Program for Children.	Assessment of Comprehensive Emergency Program for Children		CWC	
Children living with HIV		Development of sub-sector plan on children – the 7th AIDS Medium-Term Plan	Launching of the 7th AIDS Medium-Term Plan			
Reduced Violence Against Children (2020 data), including online and offline sexual exploitation/abuse (RA 11930)		Advocate for the implementation of RA 11930 or the Anti-OSAEC CSAEM law.	Creation of Registries: • Blacklisted Aliens • OSAEC and CSAEM Offenders Establish: • Age verification • Referral Pathway			
Decreased number of child trafficking		Decreased number of child trafficking	• Increased percent implementation of IACAT Strategic Plan • Increased awareness on IACAT Strategic Plan			
Children in street situations		• Update/Review of the Philippine National Multisectoral Strategic Plan on Children in Street Situations (PNMSSPC) 2021-2025 • Strengthen policy coordination with DSWD regarding CISS.	Increased percent implementation of PNMSSPC 2021-2025			
Addressed mental health problems among children		Promote more child psychology practitioners to CHED.	Increased percent in the number of child psychology practitioners		CWC CHED	
Reduced stunting (low height for age) and wasting (low weight for age)		National Convergent Nutrition Program proposed	Decreased percent in the number of stunted and wasted children		NNC	
Reduced the case of obesity among children		• Propose to return a comprehensive physical education program for children. • Advocate for consumption of nutritious food.	Decreased percent decrease in the number of obese children			

Thematic Program of Action 3: Instituting an integrated and centralized system for delivering comprehensive child protection services nationwide						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2026						
Implemented and monitored child protection programs and projects		Assessment and evaluation of the implementation of the program	• Protocols on case management developed/ number of printed protocols disseminated/ number of trainings conducted • Number of trained prosecutors and law enforcers increased	Q1 to Q4	DOJ	
Integrated local monitoring systems with CWC and DILG		Evaluation of LCPC Functionality Assessment System	Number of LCPCs assessed	Q2	DILG	
Children living with HIV		Implementation of sub-sector plan on children – the 7th AIDS Medium-Term Plan	Percent implementation of the commitments on the sub-sector plan for children	Q1 to Q4	CWC	
Reduced Violence Against Children (2020 data), including online and offline sexual exploitation/abuse (RA 11930)		Advocate for the implementation of RA 11930 or the Anti-OSAEC CSAEM law	Creation of Registries: • Blacklisted Aliens • OSAEC and CSAEM Offenders Establish: • Age verification • Referral Pathway			
Decreased number of child trafficking		Dissemination and implementation of IACAT Strategic Plan	• Increased percent implementation of IACAT Strategic Plan • Increased awareness on IACAT Strategic Plan			
Reduced stunting (low height for age) and wasting (low weight for age)		PPAN Dissemination and Implementation	Decreased percent in the number of stunted and wasted children		NNC	
Reduced the case of obesity among children			Decreased percent in the number of obese children			

Thematic Program of Action 3: Instituting an integrated and centralized system for delivering comprehensive child protection services nationwide						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2027						
Implemented and monitored child protection programs and projects		Assessment and evaluation of the implementation of the program	• Protocols on case management developed/ number of printed protocols disseminated/ number of trainings conducted • Number of trained prosecutors and law enforcers increased	Q1 to Q4	DOJ	
Integrated local monitoring systems with CWC and DILG		Evaluation of LCPC Functionality Assessment System	Increased number of LCPCs assessed	Q2	DILG	
Children with disabilities		Implementation of catch-up plans of the Strategic Plan on Children with Disabilities	Percent implementation of catch-up plans of the Strategic Plan on Children with Disabilities	Q1 to Q4	CWC	

Thematic Program of Action 3: Instituting an integrated and centralized system for delivering comprehensive child protection services nationwide						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Reduced Violence Against Children (2020 data), including online and offline sexual exploitation/abuse (RA 11930)		Development of the 3-Year Implementation Report	Percent implementation of the RA 11930			
Decreased number of child trafficking		Development of the Terminal Report of the IACAT Strategic Plan	Launching of the Terminal Report of the IACAT Strategic Plan			
Reduced stunting (low height for age) and wasting (low weight for age)		PPAN Dissemination and Implementation	Decreased percent in the number of stunted and wasted children		NNC	
Reduced the case of obesity among children			Decreased percent decrease in the number of obese children			

Thematic Program of Action 3: Instituting an integrated and centralized system for delivering comprehensive child protection services nationwide						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2028						
Implemented and monitored child protection programs and projects		Assessment and evaluation of the implementation of the program	• Protocols on case management developed/ number of printed protocols disseminated/ number of trainings conducted • Number of trained prosecutors and law enforcers increased	Q1 to Q4	DOJ	
Integrated local monitoring systems with CWC and DILG		Evaluation of LCPC Functionality Assessment System	Increased number of LCPCs assessed	Q2	DILG	
Decreased number of child trafficking		Development of the Terminal Report of the IACAT Strategic Plan	Launching of the Terminal Report of the IACAT Strategic Plan	Q1 to Q4	CWC	

Thematic Program of Action 4: Organizing routine policy forums and crafting strategic policy advocacy plans to drive forward human rights agendas						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2024						
• Continuous advocacy on the passage of the following proposed legislative and policy measures: • Creation of the Philippine Commission on Children (PCCh) passed/Magna Carta of Children Bill • Positive Parenting Bill • Anti-Corporal Punishment Bill		Continuous advocacy on the passage of the proposed legislative and policy measure	Increased number of proposed legislative and policy measures provided with inputs	Q1 to Q4	CWC House of Representatives Senate CHR PLLO	

Thematic Program of Action 4: Organizing routine policy forums and crafting strategic policy advocacy plans to drive forward human rights agendas						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
• Integration of Children in the Mental Health Law • Adolescent Pregnancy Bill • Institutionalizing the MAKABATA Helpline 1383						
Passed the RA on the creation of the PCCh			RA on the creation of the PCCh passed			
Institutionalize of the MAKABATA Helpline 1383		Finalizing of the Executive Order institutionalizing the MAKABATA Helpline 1383	Executive Order institutionalizing the MAKABATA Helpline 1383 issued		CWC	
Established RCSCWC in all 17 regions		NEDA-DILG-Leagues Resolution on the creation of Local Special Bodies for Children	Issuance of NEDA-DILG-Leagues Resolution on the creation of Local Special Bodies for Children		NEDA DILG	

Thematic Program of Action 4: Organizing routine policy forums and crafting strategic policy advocacy plans to drive forward human rights agendas						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2025						
• Continuous advocacy on the passage of the following proposed legislative and policy measures: • Creation of the Philippine Commission on Children (PCCh) passed/Magna Carta of Children Bill • Positive Parenting Bill • Anti-Corporal Punishment Bill • Integration of Children in the Mental Health Law • Adolescent Pregnancy Bill • Institutionalizing the MAKABATA Helpline 1383		Continuous advocacy on the passage of the proposed legislative and policy measure	Increased number of proposed legislative and policy measures provided with inputs	Q1 to Q4	CWC House of Representatives Senate CHR PLLO	
Developed the CWC Legislative Agenda for Children (CLAC) for the 20th Congress		Printing of CWC Legislative Agenda for Children	Increased number of CLAC disseminated to internal and external stakeholders		CWC	
Developed IRR on PCCh		Development of the IRR on PCCh	IRR on PCCh promulgated			
Increased awareness on MAKABATA Helpline 1383		Publicity activities for the MAKABATA Helpline 1383 to be widely regarded as the focal helpline for children in the Philippines	Increased number of calls received and referred by the MAKABATA Helpline 1383			

Thematic Program of Action 4: Organizing routine policy forums and crafting strategic policy advocacy plans to drive forward human rights agendas						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2026						
• Continuous advocacy on the passage of the following proposed legislative and policy measures: • Creation of the PCCh passed/Magna Carta of Children Bill • Positive Parenting Bill • Anti-Corporal Punishment Bill • Integration of Children in the Mental Health Law • Adolescent Pregnancy Bill • Institutionalizing the MAKABATA Helpline 1383		Continuous advocacy on the passage of the proposed legislative and policy measure	Increased number of proposed legislative and policy measures provided with inputs	Q1 to Q4	CWC House of Representatives Senate CHR PLLO	
Developed the CWC Legislative Agenda for Children (CLAC) for the 20th Congress		Printing of CWC Legislative Agenda for Children	Increased number of CLAC disseminated to internal and external stakeholders		CWC	
Capacitated 17 RCSCWCs of the IRR on PCCh		Development of Orientation Modules for the IRR on PCCh	Orientation Modules disseminated to the 17 RCSCWCs			
Passed the Magna Carta for Children Bill		Finalization of the Magna Carta for Children Bill	Passage of the Magna Carta for Children Bill			

Thematic Program of Action 4: Organizing routine policy forums and crafting strategic policy advocacy plans to drive forward human rights agendas						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2027						
• Continuous advocacy on the passage of the following proposed legislative and policy measures: • Creation of the PCCh passed/Magna Carta of Children Bill • Positive Parenting Bill • Anti-Corporal Punishment Bill • Integration of Children in the Mental Health Law • Adolescent Pregnancy Bill • Institutionalizing the MAKABATA Helpline 1383		Continuous advocacy on the passage of the proposed legislative and policy measure	Increased number of proposed legislative and policy measures provided with inputs	Q1 to Q4	CWC House of Representatives Senate CHR PLLO	
Developed the CWC CLAC for the 20th Congress		Printing of CWC Legislative Agenda for Children	Increased number of CLAC disseminated to internal and external stakeholders		CWC	
Developed IRR on Magna Carta for Children		Development of the IRR on Magna Carta for Children	IRR on Magna Carta for Children promulgated			

Thematic Program of Action 4: Organizing routine policy forums and crafting strategic policy advocacy plans to drive forward human rights agendas						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2028						
• Continuous advocacy on the passage of the following proposed legislative and policy measures: • Creation of the PCCh passed/Magna Carta of Children Bill • Positive Parenting Bill • Anti-Corporal Punishment Bill • Integration of Children in the Mental Health Law • Adolescent Pregnancy Bill • Institutionalizing the MAKABATA Helpline 1383		Continuous advocacy on the passage of the proposed legislative and policy measure	Increased number of proposed legislative and policy measures provided with inputs	Q1 to Q4	CWC House of Representatives Senate CHR PLLO	
Published 20th Congress CWC Legislative Agenda of Children		Printing of CWC Legislative Agenda for Children	Increased number of CLAC disseminated to internal and external stakeholders		CWC	

Thematic Program of Action 5: Facilitating international and regional cooperation among human rights bodies for technical collaboration, funding support, and knowledge exchange for enhancement of capacity-building efforts on child protection						
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2024-2028						
Conducted technical cooperation initiatives within the specified timeframe, including workshops, training, seminars, and knowledge-sharing events		• Continuous collaboration, partnership, information sharing, and capacity building with local and foreign law enforcement counterparts to eliminate violence against children • MOA/MOU with local and foreign law enforcement agencies involved in the elimination of violence against children	Increased number of MOA/MOUs with local and foreign law enforcement of the elimination of violence against children	Q1 to Q4	PNP	

SECTION 7: INTER-CHAPTER LINKAGES

MATRIX NO. 2: INTER-CHAPTER LINKAGES

Identified Chapter	HRIAC/s	Thematic Objective	Joint Thematic Programs of Action (TPOAs)/ Component/s	Accountable Agencies
CHAPTER 1				
Chapter 1			Address the implications of state actors (illegal police searches) on children.	DOJ
Chapter 1			Increase the capacity of law enforcement to address online child sexual exploitation and strengthen cybersecurity.	DOJ
Chapter 1			Reduce risks for children in conflict zones and ensure sustainable protection for them.	DOJ
CHAPTER 2				
Chapter 2			Strengthen initiatives to eliminate child labor.	NEDA, DOLE
CHAPTER 3				
Chapter 3	PCW: Thematic Program of Action 2.3.1: Developing measures to significantly reduce/ eliminate cases of violence against women and girls		Raise awareness on trafficking of women, children, and youth. Support the enactment of laws for positive parenting.	PCW, NCIP
CHAPTER 5				
Chapter 5			Emphasize the inclusion of children with disabilities in all child protection and education programs.	NCDA
CHAPTER 6				
Chapter 6	Thematic Program of Action 2.3.2: Developing measures to increase the help-seeking behavior of victims of violence against women and girls NCIP: Strengthening Mechanisms for Human Rights Against Trafficking		Raise awareness on trafficking of women, children, and youth. Support the enactment of laws for positive parenting.	PCW, NCIP
Chapter 6			Ensure the inclusion of indigenous children and communities in child protection programs.	NCIP
CHAPTER 7				
Chapter 7	Collect data pertaining to persons with disabilities who are migrant workers themselves or who are members of the families of migrant workers, and develop disability-inclusive policies and programs for migrant workers and their families as may be necessary.	B	Develop specific programs to address vulnerabilities of children of migrant workers.	DMW
INTER-CHAPTER				
Chapter 3, 5, 6	PCW: TPOA B.3.5. Ensuring the systematic collection and analysis of data on trafficking, disaggregated by age, sex, nationality of victims, and forms of trafficking NCDA: Improve the quality and quantity of data collection, institute mechanisms for data validation, and establish proper coordination for data integration, through a centralized and holistic sectoral profiling database to be managed and maintained by NCDA. NCIP: Establish a systematic method to collect comprehensive data on socioeconomic indicators and ensure that collected data are disaggregated by various demographic factors, such as geographic location, sex, gender, age, ethnic or national origin, and citizenship status.		Ensure that data collection disaggregates information by disability and other social groups to measure equal outcomes.	PCW, NCDA, NCIP
Chapter 3, 6	PCW: Thematic Program of Action 2.3.1: Developing measures to significantly reduce/ eliminate cases of violence against women and girls Thematic Program of Action 2.3.2: Developing measures to increase the help-seeking behavior of victims of violence against women and girls		Strengthen the implementation of laws prohibiting child marriage.	PCW, NCIP

SECTION 8: LINKAGES WITH OTHER DEVELOPMENT PLANS

MATRIX 3: LINKAGES WITH OTHER DEVELOPMENT PLANS

Thematic Objective	Thematic Programs of Action (TPOAs) No.	Sector/s Involved	Contributions to Specific Sectors Covered by the Other Development Plans		
			SDGs	PDP	NAP-WPS, etc.
To address HRIACs arising from the assessment of the previous PHRP3	1. Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and regional levels	CWC DSWD DepEd DOH DOLE DILG DOJ DICT NEDA NNC PNP-WCPC CHR NYC NACC JJWC	In 2000, the country came up with the Philippine National Strategic Framework for Plan Development for Children 2000-2025. Also known as Child 21, this document provided a framework and roadmap for child rights and development designed to guide and rationalize all efforts for children in the Philippines. This Framework articulated the vision for Filipino Children by 2025. Every Filipino child will be: Born healthy and well with an inherent right to life, endowed with human dignity; Happy, loved, and nurtured by a strong, stable, and God-loving family; Living in a peaceful, progressive, gender-fair, and child-friendly society; Growing safe in a healthy environment and ecology; Free and protected by a responsible and enabling government; Reaching his/her full potential with the right opportunities and accessible resources; Imbued with Filipino values steeped in his/her indigenous cultural heritage; Assertive of his/her rights as well as those of others; and Actively participating in decision-making and governance, in harmony and in solidarity with others, in sustaining the Filipino nation. To concretely operationalize the Framework, the country translated the vision of Child 21 into "clear, actionable, and time-bound plans within a shorter, five-year time frame" called the National Plan of Action for Children, with the main objective of narrowing the gap between the present situation of Filipino children and the vision the State has for them by 2025. The first three NPACs sought to incorporate the goals and targets of Child 21, the MDGs, the United Nations Declaration entitled "A World Fit for Children," and of late, the SDGs. This 4th NPAC is the last Plan within the Child 21 Framework, hence the need for catching up on a number of goals and targets still unmet and left unfulfilled.	Chapter 2 (Promote Human and Social Development) - The PDP cites the lack of progress in child mortality and increase in maternal mortality ratio; childhood immunization under target due to low demand and obstacles to supply; and raises the issue of mental health with low access to services, particularly vulnerable households. It also identifies the learning crisis and the need to urgently transform the education system and call for enhanced early childhood care and development. It also calls for strengthened social cohesion and addresses violence against children. Chapter 3 (Reduce Vulnerabilities and Protect Purchasing Power) - The PDP highlights the slow progress in childhood nutrition outcomes, including stunting, wasting, and obesity. It also highlights the need to strengthen social protection, particularly addressing the needs of the most vulnerable children, including those with disabilities or those living in geographically isolated and disadvantaged areas. This also includes strategies to strengthen the implementation of laws and programs that prevent violence against children; implement a holistic approach to eradicate child labor; and protect children from physical and mental distress. Chapter 12 (Expand and Upgrade Infrastructure) - Highlights the strengthening of key infrastructure that are essential for children's outcomes and the realization of their rights, including health, education, and universal access to safe, affordable, and sustainable water supply and sanitation services Chapter 13 (Peace and Security) - Points at the need for access to justice to be made more inclusive, especially among marginalized sectors particularly children through child-friendly assistance mechanisms. It also highlights the need to protect children in situations of armed conflict. Chapter 14 (Good Governance and Bureaucratic Efficiency) - Particularly includes the establishment of functional participatory platforms, which include child participation in the decision-making processes Chapter 15 (Climate Action and Disaster Resilience) - Emphasizes the need to strengthen the resilience of communities and address the impact of climate change on children, a major concern raised by the children themselves in all the five consultations done for this 4th NPAC	

Thematic Objective	Thematic Programs of Action (TPOAs) No.	Sector/s Involved	Contributions to Specific Sectors Covered by the Other Development Plans		
			SDGs	PDP	NAP-WPS, etc.
	2. Enhance the adaptability of the SBMS to ensure they remain effective and relevant	CWC Duty-bearers	SDG 3 (Good Health and Well-being): By tracking indicators related to child health, nutrition, and access to healthcare services SDG 4 (Quality Education): By monitoring access to and quality of education for children, including marginalized and vulnerable groups SDG 16 (Peace, Justice, and Strong Institutions): By enhancing monitoring of child protection mechanisms and access to justice for children	**Chapter 14** - By providing timely and accurate information on government performance and service delivery, data monitoring helps identify areas for improvement and promotes transparency and integrity in public administration. Moreover, data monitoring facilitates participatory governance by providing stakeholders with access to relevant data, enabling informed participation in decision-making processes and ensuring that marginalized sectors have concrete roles and influence in shaping policies. Through disaggregated data collection, data monitoring also helps identify disparities and tailor interventions to meet the specific needs of vulnerable communities, thus promoting inclusivity and responsiveness in governance.	
	3. Instituting an integrated and centralized system for delivering comprehensive child protection services nationwide	CWC DSWD	SDG 1 (No Poverty): By providing comprehensive child protection services, including support for vulnerable and marginalized children, the mechanism helps prevent child poverty and ensures that children have access to essential services and resources necessary for their well-being. SDG 3 (Good Health and Well-being): Ensuring access to comprehensive child protection services promotes the health and well-being of children by addressing issues such as abuse, neglect, exploitation, and access to healthcare services. It contributes to reducing child mortality rates and improving overall health outcomes. SDG 4 (Quality Education): Child protection services play a crucial role in ensuring that children have a safe and supportive learning environment, free from violence, exploitation, and discrimination. This contributes to improving educational outcomes and promoting inclusive and equitable quality education for all children. SDG 5 (Gender Equality): By addressing gender-based violence and discrimination against girls and women, comprehensive child protection services help advance gender equality and empower girls to fully participate in society and achieve their potential. SDG 10 (Reduced Inequalities): Instituting a centralized mechanism for delivering child protection services helps reduce inequalities by ensuring that all children, regardless of their background or circumstances, have equal access to protection and support services. SDG 16 (Peace, Justice, and Strong Institutions): Providing comprehensive child protection services contributes to building peaceful and inclusive societies by addressing violence,	Chapter 2 - By ensuring that children are protected from various forms of abuse, exploitation, and neglect, the mechanism contributes to social development objectives by promoting the well-being and rights of children. This aligns with the PDP's goal of fostering a society where all individuals, including vulnerable populations such as children, have access to opportunities for growth, development, and participation. Chapter 14 - By establishing a centralized mechanism, the delivery of child protection services becomes more efficient, streamlined, and accountable. This contributes to bolstering public accountability and integrity, as it ensures that there is a clear system in place to monitor the provision of services, track outcomes, and address any gaps or deficiencies. Additionally, by involving stakeholders from the private sector and civil society in the design and implementation of this mechanism, participatory governance is deepened, allowing marginalized sectors, including children, to have concrete roles and influence in decision-making processes related to child protection. Thus, instituting such a mechanism not only enhances bureaucratic efficiency but also fosters good governance practices by promoting transparency, accountability, and inclusivity in the delivery of child protection services.	

Thematic Objective	Thematic Programs of Action (TPOAs) No.	Sector/s Involved	Contributions to Specific Sectors Covered by the Other Development Plans		
			SDGs	PDP	NAP-WPS, etc.
			exploitation, and abuse against children. It strengthens institutions by establishing clear mechanisms for accountability, monitoring, and enforcement of child protection laws and policies.		

Thematic Objective	Thematic Programs of Action (TPOAs) No.	Sector/s Involved	Contributions to Specific Sectors Covered by the Other Development Plans		
			SDGs	PDP	NAP-WPS, etc.
To address emerging HRIACs arising from engagements with international and regional HR mechanisms and other stakeholders	1. Organizing routine policy forums and crafting strategic policy advocacy plans to drive forward human rights agendas	Senate House of Representatives PLLO CWC	SDG 3 (Good Health and Well-being): By advocating for enhancement of health services and promoting well-being for all individuals SDG 16 (Peace, Justice, and Strong Institutions): By promoting the rule of law, access to justice, and accountable governance systems that respect and protect human rights SDG 5 (Gender Equality): By advocating for the rights of women and girls, and addressing gender-based discrimination and violence SDG 10 (Reduced Inequalities): By advocating for the rights of marginalized and vulnerable groups, including minorities, indigenous peoples, and persons with disabilities, and addressing systemic inequalities and discrimination SDG 17 (Partnerships for the Goals): By fostering multi-stakeholder partnerships and collaborations to advance human rights agendas and achieve sustainable development objectives	PDP Chapter 2 - By ensuring that children are protected from various forms of abuse, exploitation, and neglect, the mechanism contributes to social development objectives by promoting the well-being and rights of children. This aligns with the PDP's goal of fostering a society where all individuals, including vulnerable populations such as children, have access to opportunities for growth, development, and participation. PDP Chapter 14 - By establishing a centralized mechanism, the delivery of child protection services becomes more efficient, streamlined, and accountable. This contributes to bolstering public accountability and integrity, as it ensures that there is a clear system in place to monitor the provision of services, track outcomes, and address any gaps or deficiencies. Additionally, by involving stakeholders from the private sector and civil society in the design and implementation of this mechanism, participatory governance is deepened, allowing marginalized sectors, including children, to have concrete roles and influence in decision-making processes related to child protection. Thus, instituting such a mechanism not only enhances bureaucratic efficiency but also fosters good governance practices by promoting transparency, accountability, and inclusivity in the delivery of child protection services.	
	2. Facilitating international and regional cooperation among human rights bodies for technical collaboration, funding support, and knowledge exchange for enhancement of capacity-building efforts on child protection	CWC DSWD	SDG 16 (Peace, Justice, and Strong Institutions): By strengthening the capacity of institutions and organizations to promote and protect human rights, uphold the rule of law, and ensure access to justice for all SDG 17 (Partnerships for the Goals): By fostering international collaborations and partnerships to enhance capacity-building efforts and promote the exchange of knowledge and expertise in the field of human rights		

SECTION 9: COLLABORATION AMONG GOVERNMENT ORGANIZATIONS, LOCAL GOVERNMENT UNITS, PRIVATE SECTOR, AND CIVIL SOCIETY ORGANIZATIONS

MATRIX 4: COLLABORATION AMONG THE GOVERNMENT ORGANIZATIONS, LGUs, PRIVATE SECTOR, AND CSOs IN SEPARATE DOCS

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	Civil Society Organizations Involved	Private Sector Involved	Expected Collaborative Strategies and/ or Activities
Thematic Objective A: To address continuing human rights issues and concerns arising from the assessment of the previous PHRP3. **Thematic Program of Action 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)**						
Year 2024						
Identified commitments and targets of the different agencies responsible for the implementation of the 4th NPAC	Identifying commitments and targets within the 4th NPAC entails reviewing policy documents, stakeholder mapping, data collection, workshops, coordination mechanisms, monitoring and evaluation frameworks, capacity building, and feedback mechanisms to ensure effective implementation by relevant agencies	Q1 to Q4	CWC/All Agencies			
	Identification of threats to learners (children) and the specific PPAs to address them	Q1 to Q4	DepEd			
	Identify commitments under the CLPEP and in consideration of the PPACL Action Plan.	Q1 to Q4	DOLE			
	• Presence of protocols adapted by the JJWC and being utilized by duty-bearers handling CAR and CICL • Council Adoption of the Enhanced Guidelines on Child Participation by the CWC	Q1 to Q4	JJWC			
	LGUs with forged MOA on Adoption and Alternative Child Care	Q1 to Q4	NACC			
Year 2025						
Identified commitments and targets of the different agencies responsible for the implementation of the 4th NPAC	Identifying commitments and targets within the 4th NPAC entails reviewing policy documents, stakeholder mapping, data collection, workshops, coordination mechanisms, monitoring and evaluation frameworks, capacity building, and feedback mechanisms to ensure effective implementation by relevant agencies.	Q1 to Q4	CWC/All Agencies			
	Identification of threats to learners (children) and the specific PPAs to address them	Q1 to Q4	DepEd			

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	Civil Society Organizations Involved	Private Sector Involved	Expected Collaborative Strategies and/ or Activities
	Identify commitments under the CLPEP and in consideration of the PPACL Action Plan.	Q1 to Q4	DOLE			
	• Presence of protocols adapted by the JJWC and being utilized by duty-bearers handling CAR and CICL • Council Adoption of the Enhanced Guidelines on Child Participation by the CWC	Q1 to Q4				
	LGUs with forged MOA on Adoption and Alternative Child Care	Q1 to Q4	NACC			
Issued a Joint Memorandum Circular on the cascading of the 4th NPAC indicators at the local level	Localization of the 4th NPAC	Q1 to Q4	DILG			
Reviewed the status of the agency commitments on NPAC indicators and targets collaboratively			CWC RCSCWC			
Cascaded the 4th NPAC at the local level through the Regional Plan of Action						
Pilot Cascading of the 4th NPAC through the RPAC at the Provincial/City/Municipal/ Barangay Level						
Established RCSCWC in all 17 regions	Establish Committees/Sub-committees on the Welfare of Children with 100% child representation.	Q1 to Q4	CWC			
Year 2026						
Identified commitments and targets of the different agencies responsible for the implementation of the 4th NPAC	Identifying commitments and targets within the 4th NPAC entails reviewing policy documents, stakeholder mapping, data collection, workshops, coordination mechanisms, monitoring and evaluation frameworks, capacity building, and feedback mechanisms to ensure effective implementation by relevant agencies.	Q1 to Q4	CWC/All agencies			
Identified threats to learners (children) and the specific PPAs to address them	Identification of threats to learners (children) and the specific PPAs to address them	Q1 to Q4	DepEd			
	Identify commitments under the CLPEP and in consideration of the PPACL Action Plan	Q1 to Q4	DOLE			
	• Presence of protocols adapted by the JJWC and being utilized by duty-bearers handling CAR and CICL • JJWC Board Adoption of the Enhanced Guidelines on Child Participation by the CWC	Q1 to Q4	JJWC			
	LGUs with forged MOA on Adoption and Alternative Child Care	Q1 to Q4	NACC			

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	Civil Society Organizations Involved	Private Sector Involved	Expected Collaborative Strategies and/ or Activities
Pilot Cascading of the 4th NPAC through the RPAC at the Provincial/City/Municipal/ Barangay Level	Localization of the NPAC	Q1 to Q4	CWC RCSCWC			
Reviewed the status of the agency commitments on NPAC indicators and targets collaboratively	Issuance of revised CFLGA and issuance of the revised memorandum circular	Q1 to Q4	DILG			
Established RCSCWC in all 17 regions	Establish Committees/Sub-committees on the Welfare of Children with 100% child representation.	Q1 to Q4	CWC			
Year 2027						
Identified commitments and targets of the different agencies responsible for the implementation of the 4th NPAC	Identifying commitments and targets within the 4th NPAC entails reviewing policy documents, stakeholder mapping, data collection, workshops, coordination mechanisms, monitoring and evaluation frameworks, capacity building, and feedback mechanisms to ensure effective implementation by relevant agencies.	Q1 to Q4	CWC/All Agencies			
	Identified threats to learners (children) and the specific PPAs to address them	Q1 to Q4	DepEd			
	Identify commitments under the CLPEP and in consideration of the PPACL Action Plan.	Q1 to Q4	DOLE			
	Presence of protocols adapted by the JJWC and being utilized by duty-bearers handling CAR and CICL JJWC Board Adoption of the Enhanced Guidelines on Child Participation by the CWC	Q1 to Q4	JJWC			
	LGUs with forged MOA on Adoption and Alternative Child Care	Q1 to Q4	NACC			
Pilot Cascading of the 4th NPAC through the RPAC at the Provincial/City/Municipal/ Barangay Level	Localization of the NPAC	Q1 to Q4	CWC RCSCWC			
Established a Regional Committee/Sub-Committee on the Welfare of Children (RCSCWC) in all 17 regions	Establish Committees/Sub-committees on the Welfare of Children with 100% child representation.	Q1 to Q4	CWC			
Year 2028						
Identified commitments and targets of the different agencies responsible for the implementation of the 4th NPAC	Identifying commitments and targets within the 4th NPAC entails reviewing policy documents, stakeholder mapping, data collection, workshops, coordination mechanisms, monitoring and evaluation frameworks, capacity building, and feedback mechanisms to ensure effective implementation by relevant agencies.	Q1 to Q4	CWC/All Agencies			

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	Civil Society Organizations Involved	Private Sector Involved	Expected Collaborative Strategies and/ or Activities
	Identification of threats to learners (children) and the specific PPAs to address them	Q1 to Q4	DepEd			
	Identify commitments under the CLPEP and in consideration of the PPACL Action Plan.	Q1 to Q4	DOLE			
	• Presence of protocols adapted by the JJWC and being utilized by duty-bearers handling CAR and CICL • JJWC Board Adoption of the Enhanced Guidelines on Child Participation by the CWC	Q1 to Q4	JJWC			
	LGUs with forged MOA on Adoption and Alternative Child Care	Q1 to Q4	NACC			
Pilot Cascading of the 4th NPAC through the RPAC at the Provincial/City/Municipal/ Barangay Level	Localization of the 4th NPAC	Q1 to Q4	CWC RCSCWC			
RCSCWC in all 17 regions	Establish Committees/Sub-committees on the Welfare of Children with 100% child representation.	Q1 to Q4	CWC			

Thematic Program of Action 2: Enhance the adaptability of the Subaybay Bata Monitoring System (SBMS) to ensure they remain effective and relevant.						
Year 2024						
Enhanced SBMS Systems and Tools	The plan involves enhancing SBMS systems and tools, orienting agencies and local agencies, designating and training SBMS point-persons, and cascading the SBMS at sub-national levels to strengthen strategic management and decision-making processes.	Q1 to Q4	All Agencies			
Orientation of agencies and local agencies on the enhanced SBMS			CWC			
Designated and trained SBMS point-persons at the agency and sub-national levels						
Cascaded the SBMS at the sub-national levels						
Provided accurate data on cases involving violence against children (annually) Extracted data from the CIRAS and CLPEP	Develop and implement a systematic process to extract, verify, analyze, and report accurate data on cases involving violence against children from the CIRAS and CLPEP annually, ensuring timely and reliable information for decision-making and intervention purposes.	Q1 to Q4	PNP DOLE CWC			
Year 2025						
Enhanced SBMS Tools	The plan involves enhancing SBMS, orienting agencies and local agencies, designating and training SBMS point-persons, and cascading the SBMS at sub-national levels to strengthen strategic management and decision-making processes.	Q1 to Q4	All Agencies			
Orientation of agencies and local agencies on the enhanced SBMS		Q1 to Q4	CWC			

Provided accurate data on cases involving violence against children (annually) Extracted data from the CIRAS and CLPEP	Develop and implement a systematic process to extract, verify, analyze, and report accurate data on cases involving violence against children from the CIRAS and CLPEP annually, ensuring timely and reliable information for decision-making and intervention purposes.	Q1 to Q4	PNP DOLE CWC			
Year 2026						
Enhanced SBMS Tools	The plan involves enhancing SBMS, orienting agencies and local agencies, designating and training SBMS point-persons, and cascading the SBMS at sub-national levels to strengthen strategic management and decision-making processes.	Q1 to Q4	All Agencies			
Orientation of agencies and local agencies on the enhanced SBMS		Q1 to Q4	CWC			
Provided accurate data on cases involving violence against children (annually) Extracted data from the CIRAS and CLPEP	Develop and implement a systematic process to extract, verify, analyze, and report accurate data on cases involving violence against children from the CIRAS and CLPEP annually, ensuring timely and reliable information for decision-making and intervention purposes.	Q1 to Q4	PNP DOLE CWC			
Year 2027						
Generation of reports	Develop a comprehensive plan for the generation of SBMS, encompassing initial assessment, requirements gathering, iterative design and development, implementation, monitoring, evaluation, and ongoing maintenance and support.	Q1 to Q4	CWC			
Provided accurate data on cases involving violence against children (annually) Extracted data from the CIRAS and CLPEP	Develop and implement a systematic process to extract, verify, analyze, and report accurate data on cases involving violence against children from the CIRAS and CLPEP annually, ensuring timely and reliable information for decision-making and intervention purposes.	Q1 to Q4	PNP DOLE CWC			
Year 2028						
Generation of reports	Develop a comprehensive plan for the generation of SBMS, encompassing initial assessment, requirements gathering, iterative design and development, implementation, monitoring, evaluation, and ongoing maintenance and support.	Q1 to Q4	PNP DOLE CWC			
• Provided accurate data on cases involving violence against children (annually) • Extracted data from the CIRAS and CLPEP	Develop and implement a systematic process to extract, verify, analyze, and report accurate data on cases involving violence against children from the CIRAS and CLPEP annually, ensuring timely and reliable information for decision-making and intervention purposes.	Q1 to Q4	PNP DOLE CWC			

TPOA NO. 2: Instituting an integrated and centralized system for delivering comprehensive child protection services nationwide						
Year 2024						
Reoriented and trained LCPCs at the sub-national levels on their mandates	Reorientation of 17 DILG-Regional LCPC Focal Persons Rollout Orientation for P/C/M/ BCPC Focal Persons	Q1 to Q4	DILG			
Planned child protection programs and projects at the sub-national levels with corresponding budget appropriation through local ordinances	Approval of the LCPC Consortium Strategic Plan	Q4	DILG			
	• Finalization of the updating of the comprehensive program for child protection • Development of guidelines or manual for the implementation of the said program • Implementation at the national and local level • Continue to cascade at the local levels • Assessment and evaluation of the implementation of the program	Q1 to Q4	DOJ			
	Increase in the number of LGUs with Comprehensive Local Juvenile Implementation Plan	Q1 to Q4	JJWC			
	• Development and finalization of the National Action Plan Against OSAEC and CSAEM (RA No. 11930) • Implementation of the 4th National Plan Against Trafficking in Persons 2023-2027, on key areas on: prevention, law enforcement and prosecution, protection and partnership	Q1 to Q4	IACAT-VAWC			
Implemented and monitored child protection programs and projects	Include the Child Protection Policy anchored on the special penal laws relating to children in the programs of instruction on all specialized and mandatory courses for PNP personnel and other training and learning opportunities.	Q1 to Q4	PNP			
Children with disabilities	Development of the Strategic Plan on Children with Disabilities	Q1 to Q4	CWC			
Reduced Violence Against Children (2020 data), including online and offline sexual exploitation/abuse (RA 11930)	Advocate for the implementation of RA 11930 or the Anti-OSAEC CSAEM law	Q1 to Q4	CWC			
Decreased number of child trafficking	Dissemination and implementation of IACAT Strategic Plan	Q1 to Q4	CWC			
Eliminated child labor	• Establishment of NCACL TWG on Enforcement and Partnership • Establishment of NCACL TWG on Advocacy and Communication	Q1 to Q4	CWC			
Provided support and opportunities for out-of-school children	• Policy strengthening the ALS and reintegration system proposed to DepEd • Equivalency program implemented	Q1 to Q4	DepEd			

Year 2025						
Reoriented and trained LCPCs at the sub-national levels on their mandates	Orientation to DILG Regional - Local Council for Protection Children Focal Person	Q1	DILG			
	Rollout Orientation for P/C/M/ BCPC Focal Persons	Q3 to Q4				
Planned child protection programs and projects at the sub-national levels with corresponding budget appropriation through local ordinances	• Development and Finalization of the National Action Plan Against OSAEC and CSAEM (RA No. 11930) • Implementation of the 4th National Plan Against Trafficking in Persons 2023-2027 on key areas on: prevention, law enforcement and prosecution, protection and partnership	Q1 to Q4	IACAT-VAWC			
Implemented and monitored child protection programs and projects	Conduct of post-implementation review/ assessment of the LCPC Consortium 2024-2026 Strategic Plan	Q4	CWC			
	Assessment and evaluation of the implementation of the program	Q1 to Q4	DOJ			
	Percentage increase in LGUs with at least 1% IRA/NTA utilized on CLJIP implementation, programs for children, and LCPC Strengthening	Q1 to Q4	JJWC			
Integrated local monitoring systems with CWC and DILG	Evaluation of LCPC Functionality Assessment System	Q2	DILG			
Increased understanding on the situations of children abandoned and deprived of parental care	Coordinate the development research on children left behind by migrant workers.	Q1 to Q4	CWC DMW			
Reduced risk and improve management of internally displaced children (disaster-driven)	Improve the Comprehensive Emergency Program for Children.	Q1 to Q4	CWC			
Children living with HIV	Development of sub-sector plan on children – the 7th AIDS Medium-Term Plan	Q1 to Q4	CWC			
Reduced Violence Against Children (2020 data), including online and offline sexual exploitation/abuse (RA 11930)	Advocate for the implementation of RA 11930 or the Anti-OSAEC CSAEM law	Q1 to Q4	CWC			
Decreased number of child trafficking	Dissemination and implementation of IACAT Strategic Plan	Q1 to Q4				
Children in street situations	Update/Review of the PNMSSPC 2021-2025 Strengthen policy coordination with DSWD regarding CISS	Q1 to Q4				
Addressed mental health problems among children	Promote more child psychology practitioners to CHED.	Q1 to Q4	CWC CHED			
Reduced stunting (low height for age) and wasting (low weight for age)	National Convergent Nutrition Program proposed	Q1 to Q4	NNC			
Reduced the case of obesity among children	Propose to return a comprehensive physical education program for children. Advocate for consumption of nutritious food.	Q1 to Q4	NNC			

Year 2026						
Implemented and monitored child protection programs and projects	Assessment and evaluation of the implementation of the program	Q1 to Q4	DOJ			
Integrated local monitoring systems with CWC and DILG	Evaluation of LCPC Functionality Assessment System	Q2	DILG			
Children living with HIV	Implementation of sub-sector plan on children – the 7th AIDS Medium-Term Plan	Q1 to Q4	CWC			
Children with disabilities	Development of the Midterm Report of Strategic Plan on Children with Disabilities and its consequent catch-up plans	Q1 to Q4	CWC			
Reduced Violence Against Children (2020 data), including online and offline sexual exploitation/abuse (RA 11930)	Advocate for the implementation of RA 11930 or the Anti-OSAEC CSAEM law.	Q1 to Q4	CWC			
Decreased number of child trafficking	Dissemination and implementation of IACAT Strategic Plan	Q1 to Q4	CWC			
Reduced stunting (low height for age) and wasting (low weight for age)	PPAN Dissemination and Implementation	Q1 to Q4	NNC			
Reduced the case of obesity among children	PPAN Dissemination and Implementation	Q1 to Q4	NNC			
Year 2027						
Implemented and monitored child protection programs and projects	Assessment and evaluation of the implementation of the program	Q1 to Q4	DOJ			
Integrated local monitoring systems with CWC and DILG	Evaluation of LCPC Functionality Assessment System	Q2	DILG			
Children with disabilities	Implementation of catch-up plans of the Strategic Plan on Children with Disabilities	Q1 to Q4	CWC			
Reduced Violence Against Children (2020 data), including online and offline sexual exploitation/abuse (RA 11930)	Development of the 3-Year Implementation Report	Q1 to Q4	CWC			
Decreased number of child trafficking	Development of the Terminal Report of the IACAT Strategic Plan	Q1 to Q4	CWC			
Reduced stunting (low height for age) and wasting (low weight for age)	PPAN Dissemination and Implementation	Q1 to Q4	NNC			
Reduced the case of obesity among children	PPAN Dissemination and Implementation	Q1 to Q4	NNC			
Year 2028						
Implemented and monitored child protection programs and projects	Assessment and evaluation of the implementation of the program	Q1 to Q4	DOJ			
Integrated local monitoring systems with CWC and DILG	Evaluation of LCPC Functionality Assessment System	Q2	DILG			
Decreased number of child trafficking	Development of the new IACAT Strategic Plan (2028-2033)	Q1 to Q4	CWC			

Thematic Objective B: To address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders. **TPOA NO. 4: Organizing routine policy forums and crafting strategic policy advocacy plans to drive forward human rights agendas**						
Year 2024						
• Continuous advocacy on the passage of the following proposed legislative and policy measures: • Creation of the Philippine Commission on Children (PCCh) passed/Magna Carta of Children Bill • Positive Parenting Bill • Anti-Corporal Punishment Bill • Integration of Children in the Mental Health Law • Adolescent Pregnancy Bill • Institutionalizing the MAKABATA Helpline 1383	Continuous advocacy on the passage of the proposed legislative and policy measure	Q1 to Q4	CWC House of Representatives Senate CHR PLLO			
Passed the RA on the creation of the Philippine Commission on Children (PCCh)	Continuous advocacy on the passage of the proposed legislative and policy measure	Q1 to Q4	CWC House of Representatives Senate CHR PLLO			
Institutionalized the MAKABATA Helpline 1383	Finalizing of the Executive Order institutionalizing the MAKABATA Helpline 1383	Q1 to Q4	CWC			
Established Regional Committee/Sub-Committee on the Welfare of Children (RCSCWC) in all 17 regions	NEDA-DILG-Leagues Resolution on the creation of Local Special Bodies for Children	Q1 to Q4	NEDA DILG			
Year 2025						
• Continuous advocacy on the passage of the following proposed legislative and policy measures: • Creation of the Philippine Commission on Children (PCCh) passed/Magna Carta of Children Bill • Positive Parenting Bill • Anti-Corporal Punishment Bill • Integration of Children in the Mental Health Law • Adolescent Pregnancy Bill • Institutionalizing the MAKABATA Helpline 1383	Continuous advocacy on the passage of the proposed legislative and policy measure	Q1 to Q4	CWC House of Representatives Senate CHR PLLO			
Developed the CWC Legislative Agenda for Children (CLAC) for the 20th Congress	Printing of CWC Legislative Agenda for Children	Q1 to Q4	CWC			
Developed IRR on PCCh	Development of the IRR on PCCh	Q1 to Q4	CWC			
Increased awareness on MAKABATA Helpline 1383	Publicity activities for the MAKABATA Helpline 1383 to be widely regarded as the focal helpline for children in the Philippines	Q1 to Q4	CWC			

Year 2026						
• Continuous advocacy on the passage of the following proposed legislative and policy measures: • Creation of the Philippine Commission on Children (PCCh) passed/Magna Carta of Children Bill • Positive Parenting Bill • Anti-Corporal Punishment Bill • Integration of Children in the Mental Health Law • Adolescent Pregnancy Bill • Institutionalizing the MAKABATA Helpline 1383	Continuous advocacy on the passage of the proposed legislative and policy measure	Q1 to Q4	CWC House of Representatives Senate CHR PLLO			
Developed the CWC Legislative Agenda for Children (CLAC) for the 20th Congress	Printing of CWC Legislative Agenda for Children	Q1 to Q4	CWC			
Capacitated 17 RCSCWCs of the IRR on PCCh	Development of Orientation Modules for the IRR on PCCh	Q1 to Q4	CWC			
Passed the Magna Carta for Children Bill	Finalization of the Magna Carta for Children Bill	Q1 to Q4	CWC			
Year 2027						
• Continuous advocacy on the passage of the following proposed legislative and policy measures: • Creation of the Philippine Commission on Children (PCCh) passed/Magna Carta of Children Bill • Positive Parenting Bill • Anti-Corporal Punishment Bill • Integration of Children in the Mental Health Law • Adolescent Pregnancy Bill • Institutionalizing the MAKABATA Helpline 1383	Continuous advocacy on the passage of the proposed legislative and policy measure	Q1 to Q4	CWC House of Representatives Senate CHR PLLO			
Developed the CWC Legislative Agenda for Children for the 20th Congress	Printing of CWC Legislative Agenda for Children	Q1 to Q4	CWC			
Developed the IRR on Magna Carta for Children (MCC)	Development of the IRR on MCC	Q1 to Q4	CWC			
Year 2028						
• Continuous advocacy on the passage of the following proposed legislative and policy measures: • Creation of the Philippine Commission on Children (PCCh) passed/Magna Carta of Children Bill • Positive Parenting Bill • Anti-Corporal Punishment Bill • Integration of Children in the Mental Health Law • Adolescent Pregnancy Bill • Institutionalizing the MAKABATA Helpline 1383	Continuous advocacy on the passage of the proposed legislative and policy measure	Q1 to Q4	CWC House of Representatives Senate CHR PLLO			
Published the 20th Congress CWC Legislative Agenda of Children	Printing of CWC Legislative Agenda for Children	Q1 to Q4	CWC			

TPOA NO. 5: Facilitating international and regional cooperation among human rights bodies for technical collaboration, funding support, and knowledge exchange for enhancement of capacity-building efforts on child protection						
Year 2024						
Conducted technical cooperation initiatives within the specified timeframe, including workshops, training, seminars, and knowledge-sharing events	• Continuous collaboration, partnership, information sharing, and capacity building with local and foreign law enforcement counterparts to eliminate violence against children • MOA/MOU with local and foreign law enforcement agencies involved in the elimination of violence against children	Q1 to Q4	PNP			
Year 2025						
Conducted technical cooperation initiatives within the specified timeframe, including workshops, training, seminars, and knowledge-sharing events	• Continuous collaboration, partnership, information sharing, and capacity building with local and foreign law enforcement counterparts to eliminate violence against children • MOA/MOU with local and foreign law enforcement agencies involved in the elimination of violence against children	Q1 to Q4	PNP			
Year 2026						
Conducted technical cooperation initiatives within the specified timeframe, including workshops, training, seminars, and knowledge-sharing events	• Continuous collaboration, partnership, information sharing, and capacity building with local and foreign law enforcement counterparts to eliminate violence against children • MOA/MOU with local and foreign law enforcement agencies involved in the elimination of violence against children	Q1 to Q4	PNP			
Year 2027						
Conducted technical cooperation initiatives within the specified timeframe, including workshops, training, seminars, and knowledge-sharing events	• Continuous collaboration, partnership, information sharing, and capacity building with local and foreign law enforcement counterparts to eliminate violence against children • MOA/MOU with local and foreign law enforcement agencies involved in the elimination of violence against children	Q1 to Q4	PNP			
Year 2028						
Conducted technical cooperation initiatives within the specified timeframe, including workshops, training, seminars, and knowledge-sharing events	• Continuous collaboration, partnership, information sharing, and capacity building with local and foreign law enforcement counterparts to eliminate violence against children • MOA/MOU with local and foreign law enforcement agencies involved in the elimination of violence against children	Q1 to Q4	PNP			

SECTION 10: CAPACITY-BUILDING PLAN FOR THE DUTY-BEARERS, NON-STATE DUTY-BEARERS, AND RIGHTS-HOLDERS OF THE 4TH PHILIPPINE HUMAN RIGHTS PLAN

MATRIX 5: CAPACITY-BUILDING NEEDS OF THE FA/TWG/CLUSTER OF AGENCIES

FA/TWG/CLUSTER AGENCIES	CAPACITY-BUILDING NEEDS					
	Rights-based Situation Analysis	**Rights-based Role Analysis and Capacity Gaps Analysis**	**Applying HR Principles in Different Stages of Programs/Projects/ Activities**	**Applying State Obligations (Respect, Protect, and Fulfill in Programs/Projects/ Activities**	**Applying Normative Content and Levels of Compliance in Programs/Projects/ Activities**	**Rights-based Indicators Setting, Monitoring and Evaluation**
	Obligation of the agencies to rights-holders	*What hinders agencies in fulfilling their obligation*	*Based on UN CRC, to where does the agency aligns*	*Current programs/ projects/activities conducted*	*Measure of success of the agencies to assess fulfillment of obligation*	*Annual reports/ monitoring mechanism*
Local Government Units	✓	✓	✓	✓	✓	✓
Department of the Interior and Local Government	✓	✓	✓	✓	✓	✓
Department of Health	✓	✓	✓	✓	✓	✓
Department of Education	✓	✓	✓	✓	✓	✓
Philippine National Police	✓	✓	✓	✓	✓	✓
Department of Justice	✓	✓	✓	✓	✓	✓
Department of Agriculture	✓	✓	✓	✓	✓	✓
Department of Labor and Employment	✓	✓	✓	✓	✓	✓
Department of Information and Communications Technology	✓	✓	✓	✓	✓	✓
National Nutrition Council	✓	✓	✓	✓	✓	✓
Commission on Human Rights	✓	✓	✓	✓	✓	✓
National Youth Commission	✓	✓	✓	✓	✓	✓
National Economic and Development Authority	✓	✓	✓	✓	✓	✓
Commission on Higher Education	✓	✓	✓	✓	✓	✓
National Authority for Child Care	✓	✓	✓	✓	✓	✓
Juvenile Justice Welfare Council	✓	✓	✓	✓	✓	✓
Committee for the Special Protection of Children	✓	✓	✓	✓	✓	✓
NCC-Anti-Online Sexual Abuse or Exploitation of Children and Anti-Child Sexual Abuse or Exploitation Materials	✓	✓	✓	✓	✓	✓

FA/TWG/CLUSTER AGENCIES	CAPACITY-BUILDING NEEDS					
	Rights-based Situation Analysis	Rights-based Role Analysis and Capacity Gaps Analysis	Applying HR Principles in Different Stages of Programs/Projects/ Activities	Applying State Obligations (Respect, Protect, and Fulfill in Programs/Projects/ Activities	Applying Normative Content and Levels of Compliance in Programs/Projects/ Activities	Rights-based Indicators Setting, Monitoring and Evaluation
Inter-Agency Council on Violence Against Women and Children	✓	✓	✓	✓	✓	✓
Inter-Agency Council Against Trafficking	✓	✓	✓	✓	✓	✓
National Council for Disability Affairs	✓	✓	✓	✓	✓	✓
National Commission for Indigenous People	✓	✓	✓	✓	✓	✓
National Commission for Muslim Filipinos	✓	✓	✓	✓	✓	✓
National Anti-Poverty Commission - Child Basic Sector	✓	✓	✓	✓	✓	✓
Local Health Units	✓	✓	✓	✓	✓	✓
Barangay Councils	✓	✓	✓	✓	✓	✓
Educational Institutions and Teachers	✓	✓	✓	✓	✓	✓
Child Welfare Officers	✓	✓	✓	✓	✓	✓
National Council of Social Development	✓	✓	✓	✓	✓	✓
Parenting Foundation of the Philippines, Inc.	✓	✓	✓	✓	✓	✓
NORFIL Foundation, Inc.	✓	✓	✓	✓	✓	✓
Association of Child Caring Agencies of the Philippines	✓	✓	✓	✓	✓	✓
Plan International, Inc.	✓	✓	✓	✓	✓	✓
CRIBS Foundation, Inc.	✓	✓	✓	✓	✓	✓
Kaisahang Buhay Foundation	✓	✓	✓	✓	✓	✓
ECPAT Philippines, Inc.	✓	✓	✓	✓	✓	✓
SOS Children's Villages Philippines	✓	✓	✓	✓	✓	✓
World Vision Development Foundation, Inc.	✓	✓	✓	✓	✓	✓
ASMAE Philippines	✓	✓	✓	✓	✓	✓
Bantay Bata 163, ABS-CBN Foundation, Inc.	✓	✓	✓	✓	✓	✓
Social Workers						
Department of Social Welfare and Development	✓	✓	✓	✓	✓	✓
Local Social Welfare and Development Offices	✓	✓	✓	✓	✓	✓
National Authority for Child Care	✓	✓	✓	✓	✓	✓

SECTION 11: PERIODIC MONITORING AND EVALUATION SYSTEM

MATRIX 7: SEMESTRAL MONITORING AND EVALUATION OF PHRP4 THEMATIVE PROGRAM OF ACTION

Thematic Objective/TPOA/ Component/s	Performance Targets	Key Activities	Responsibility	Target Dates	Status of Implementation		
					Status	Difficulties Encountered	Remedy/ ies or Action/s Taken
Thematic Objective 1: To address continuing human rights issues and concerns (HRIAC) arising from the assessment of the previous PHRP3							
TPOA No. 1: Conducting mainstreaming activities on child-responsive administrative and program measures to engage diverse stakeholders at both national and sub-national levels (regional, provincial, city, municipal, and barangay)	Identified commitments and targets of the different agencies responsible for the implementation of the 4th NPAC	Identifying commitments and targets within the 4th NPAC entails reviewing policy documents, stakeholder mapping, data collection, workshops, coordination mechanisms, monitoring and evaluation frameworks, capacity-building, and feedback mechanisms to ensure effective implementation by relevant agencies.	CWC/All Agencies	Q1 to Q4 of Years 2024-2028			
		Identification of threats to learners (children) and the specific PPAs to address them	DepEd	Q1 to Q4 of Years 2024-2028			
		Identify commitments under the CLPEP and in consideration of the PPACL Action Plan.	DOLE	Q1 to Q4 of Years 2024-2028			
		• Presence of protocols adapted by the JJWC and being utilized by duty-bearers handling CAR and CICL • Council Adoption of the Enhanced Guidelines on Child Participation by the CWC	JJWC	Q1 to Q4 of Years 2024-2028			
		Local Government Units with forged MOA on Adoption and Alternative Child Care	NACC	Q1 to Q4 of Years 2024-2028			
	Issued a Joint Memorandum Circular on the cascading of the 4th NPAC indicators at the local level	Localization of the 4th NPAC	DILG CWC RCSCWC	Q1 to Q4 of Year 2025			
	Cascaded the 4th NPAC at the local level through the Regional Plan of Action			Q1 to Q4 of Year 2025			
	Pilot Cascading of the 4th NPAC through the RPAC at the Provincial/ City/Municipal/Barangay Level			Q1 to Q4 of Years 2025-2028			

Thematic Objective/TPOA/ Component/s	Performance Targets	Key Activities	Responsibility	Target Dates	Status of Implementation		
					Status	Difficulties Encountered	Remedy/ ies or Action/s Taken
	Reviewed the status of the agency commitments on NPAC indicators and targets collaboratively			Q1 to Q4 of Years 2025-2026			
		Issuance of revised CFLGA and issuance of the revised memorandum circular	CWC RCSCWC				
	Established RCSCWC in all 17 regions	Establish Committees/ Sub-committees on the Welfare of Children with 100% child representation.	CWC	Q1 to Q4 of Years 2025-2028			
TPOA No. 2: Enhance the adaptability of the SBMS to ensure they remain effective and relevant	Enhanced SBMS Tools	The plan involves enhancing SBMS systems and tools, orienting agencies and local agencies, designating and training SBMS point-persons, and cascading the SBMS at sub-national levels to strengthen strategic management and decision-making processes.	All agencies	Q1 to Q4			
	Orientation of agencies and local agencies on the enhanced SBMS		CWC	Q1 to Q4			
	Designated and trained SBMS point-persons at the agency and sub-national levels		CWC	Q1 to Q4			
	Cascaded the SBMS at the sub-national levels		CWC	Q1 to Q4			
	Provided accurate data on cases involving violence against children (annually) Extracted data from the CIRAS and CLPEP	Develop and implement a systematic process to extract, verify, analyze, and report accurate data on cases involving violence against children from the CIRAS and CLPEP annually, ensuring timely and reliable information for decision-making and intervention purposes.	PNP DOLE CWC	Q1 to Q4			
	Generated reports	Develop a comprehensive plan for the generation of SBMS, encompassing initial assessment, requirements gathering, iterative design and development, implementation, monitoring, evaluation, and ongoing maintenance and support.	CWC	Q1 to Q4			
TPOA No. 3: Instituting an integrated and centralized system for delivering comprehensive child protection services nationwide	Reoriented and trained LCPCs at the sub-national levels on their mandates	Reorientation of 17 DILG-Regional LCPC Focal Persons	DILG	Q1 to Q4 – Year 2024 Q1 – Year 2025			
		Rollout Orientation for P/C/M/BCPC Focal Persons	DILG	Q1 to Q4 – Year 2024 Q3 to Q4 – Year 2025			

Thematic Objective/TPOA/ Component/s	Performance Targets	Key Activities	Responsibility	Target Dates	Status of Implementation		
					Status	Difficulties Encountered	Remedy/ ies or Action/s Taken
	Planned child protection programs and projects at the sub-national levels with corresponding budget appropriation through local ordinances	Approval of the LCPC Consortium Strategic Plan	DILG	Q4 – Year 2024			
		• Finalization of the updating of the comprehensive program for child protection • Development of guidelines or manual for the implementation of the said program • Implementation at the national and local level • Continue to cascade at the local levels. • Assessment and evaluation of the implementation of the program	DOJ	Q1 to Q4 – Year 2024			
		Increase in the number of LGUs with Comprehensive Local Juvenile Implementation Plan	JJWC	Q1 to Q4 – Year 2024			
		Development and Finalization of the National Action Plan Against OSAEC and CSAEM (RA No. 11930) Implementation of the 4th National Plan Against Trafficking in Persons 2023-2027, on key areas on: prevention, law enforcement and prosecution, protection and partnership	IACAT - VAWC	Q1 to Q4 – Year 2024			
	Implemented and monitored child protection programs and projects	Include the Child Protection Policy anchored on the special penal laws relating to children in the programs of instruction on all specialized and mandatory courses for PNP personnel and other training and learning opportunities.	PNP	Q1 to Q4 – Year 2024			
	Children with disabilities	Development of the Strategic Plan on Children with Disabilities	CWC	Q1 to Q4 – Year 2024			
	Reduced Violence Against Children (2020 data), including online and offline sexual exploitation/abuse (RA 11930)	Advocate for the implementation of RA 11930 or the Anti-OSAEC CSAEM law.	CWC	Q1 to Q4 – Year 2024			
	Decreased number of child trafficking	Dissemination and implementation of IACAT Strategic Plan	CWC	Q1 to Q4 – Year 2024			

Thematic Objective/TPOA/ Component/s	Performance Targets	Key Activities	Responsibility	Target Dates	Status of Implementation		
					Status	Difficulties Encountered	Remedy/ ies or Action/s Taken
	Eliminated child labor	• Establishment of NCACL TWG on Enforcement and Partnership • Establishment of NCACL TWG on Advocacy and Communication	CWC	Q1 to Q4 – Year 2024			
	Provided support and opportunities for out-of-school children	• Policy strengthening the ALS and reintegration system proposed to DepEd • Equivalency program implemented	DepEd	Q1 to Q4 – Year 2024			
Thematic Objective 2: To address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders.							
TPOA No. 4: Organizing routine policy forums and crafting strategic policy advocacy plans to drive forward human rights agendas	Continuous advocacy on the passage of the following proposed legislative and policy measures: • Creation of the Philippine Commission on Children (PCCh) passed/Magna Carta of Children Bill • Positive Parenting Bill • Anti-Corporal Punishment Bill • Integration of Children in the Mental Health Law • Adolescent Pregnancy Bill • Institutionalizing the MAKABATA Helpline 1383	Continuous advocacy on the passage of the proposed legislative and policy measure	CWC House of Representatives Senate CHR PLLO	Q1 to Q4			
	Passed the RA on the creation of the PCCh	Continuous advocacy on the passage of the proposed legislative and policy measure	CWC House of Representatives Senate CHR PLLO	Q1 to Q4			
	Institutionalized the MAKABATA Helpline 1383	Finalizing of the Executive Order institutionalizing the MAKABATA Helpline 1383	CWC	Q1 to Q4			
	Established an RCSCWC in all 17 regions	NEDA-DILG-Leagues Resolution on the creation of Local Special Bodies for Children	NEDA DILG	Q1 to Q4			
	Developed the CLAC for the 20th Congress	Printing of CWC Legislative Agenda for Children	CWC	Q1 to Q4			
	Developed the IRR on PCCh	Development of the IRR on PCCh	CWC	Q1 to Q4			

	Increased awareness on MAKABATA Helpline 1383	Publicity activities for the MAKABATA Helpline 1383 to be widely regarded as the focal helpline for children in the Philippines	CWC	Q1 to Q4			
	Capacitated 17 RCSCWCs of the IRR on PCCh	Development of Orientation Modules for the IRR on PCCh	CWC	Q1 to Q4			
	Passed the Magna Carta for Children Bill	Finalization of the Magna Carta for Children Bill	CWC	Q1 to Q4			
TPOA No. 5: Facilitating international and regional cooperation among human rights bodies for technical collaboration, funding support, and knowledge exchange for enhancement of capacity-building efforts on child protection	Conducted technical cooperation initiatives within the specified timeframe, including workshops, training, seminars, and knowledge-sharing events	• Continuous collaboration, partnership, information sharing, and capacity-building with local and foreign law enforcement counterparts to eliminate violence against children • MOA/MOU with local and foreign law enforcement agencies involved in the elimination of violence against children	PNP	Q1 to Q4			

SECTION 12: RESOURCE MOBILIZATION PLAN

MATRIX 8: BUDGET ESTIMATES AND FUND SOURCES

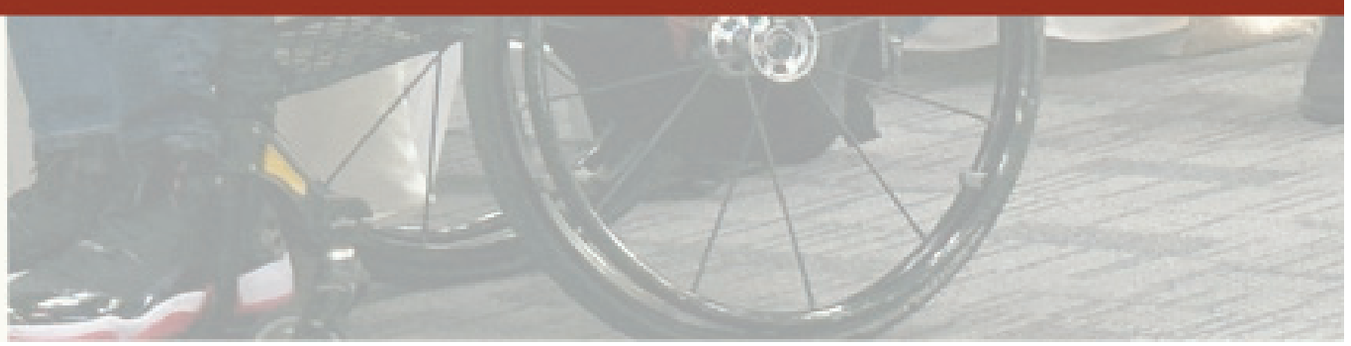
Thematic Program of Action No. (Component/s)	Budget Estimates	
	GAA (Agency Budget)	Local and Foreign Development/Funding Agencies/Organizations
Child's Coordination Program	₱149,979,014	N/A

PHRP4



ENHANCED, MEANINGFUL, AND SUSTAINABLE INCLUSION OF PERSONS WITH DISABILITIES IN MAINSTREAM SOCIETY

CHAPTER 5



CHAPTER 5

ENHANCED, MEANINGFUL, AND SUSTAINABLE INCLUSION OF PERSONS WITH DISABILITIES IN MAINSTREAM SOCIETY

The Philippines is a state party to the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD), which was ratified on 15 April 2008. The purpose of the present Convention is to promote, protect, and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity (Article 1, UN CRPD). Furthermore in the same article, it was mentioned that persons with disabilities encounter various barriers that hinder their full and effective participation in society on an equal basis with others.

Relative to the Convention, the Philippines enacted enabling laws such as the Batas Pambansa No. 344 (BP 344), or the "Accessibility Law" (1983), and Republic Act (RA) No. 7277 also known as the Magna Carta for Persons with Disabilities (1992) geared toward meaningful participation and inclusion of persons with disabilities in all development areas, particularly on health, education, employment, auxiliary social services, telecommunications, and civil and political participation as a matter of rights.

Disability, therefore, is a human rights issue that must be addressed by the Philippine government through enabling laws, programs, projects, and activities.

This chapter of the 4th Philippine Human Rights Plan is about the plans of the government in addressing human rights issues and concerns identified by persons with disabilities themselves, including their recommendations.

In the Philippines, the National Council on Disability Affairs (NCDA) was tasked as the lead agency in monitoring the implementation of disability laws and equalization of the rights of persons with disabilities. Pursuant to Administrative Order (AO) No. 163 of 2006, the NCDA takes the lead in ensuring that government agencies provide policies and programs that protect and fulfill the rights and privileges of persons with disabilities and convene related agencies in the preparation of periodic reports of the State's status of compliance to the UN CRPD.

During regional consultations of the PHRP4, the disability sector ardently clamored and commented that the NCDA should be restructured as a commission.[48] To date, the House of Representatives and Senate have pending bills supporting the restructuring of the Council.[49] Thus, to complement the rising needs of the sector, and to address major institutional concerns since its restructuring as a Council, the NCDA is pushing for and re-evaluating its current form to reinstate its original structure as a commission. This is to strengthen its oversight function and acquire an implementing capacity toward the sector, ushering more comprehensive and truly inclusive policies and programs for Filipinos with disabilities.

[48]Consolidated Comments, Inputs, and Suggestions for Chapter 5 of PHRP4

[49]Senate Bills 2166, 108, 188, and 601; House Bills 7383, 7717, and 2575

SECTION 1: ASSESSMENT OF THE 3RD PHILIPPINE HUMAN RIGHTS PLAN

The Philippine Government, in its 3rd Philippine Human Rights Plan (PHRP3), demonstrated its commitment to the UN Convention on the Rights of Persons with Disabilities (UN CRPD) by reviewing legislation, issuing policies, and creating inclusive programs. Under the first objective, to improve the Accessibility Law, 60% of local government units (LGU) established Persons with Disability Affairs Offices (PDAOs), monitored by the Department of the Interior and Local Government (DILG) and the NCDA. To enhance data collection, partnerships were strengthened with the DILG and LGUs to upload persons with disabilities' data to the Department of Health (DOH) registry, while overcoming internet connectivity challenges through innovative solutions. Additionally, desktop computers were procured to aid in data encoding. The fourth objective focused on increasing accessible information and communication technology (ICT), including government website audits and updates to align with the Philippine Government's web standards and accessibility guidelines. The NCDA website was also set to be enhanced to meet modern standards, improve responsiveness, and promote social media integration, with a focus on mobile accessibility and highlighting services for persons with disabilities.

The partially achieved objectives of the Philippine Government under the PHRP3 included efforts to increase the enrollment of persons with disabilities in tertiary education, with the NCDA's Sub-committee on Education coordinating with the Commission on Higher Education and Technical Education and Skills Development Authority (TESDA) to review and enhance admission guidelines on tertiary education. These guidelines are currently under consultation with education stakeholders. Additionally, to boost employment opportunities for persons with disabilities in line with RA 10524, the NCDA partnered with the Philippine Business and Disability Network (PBDN), holding the first PBDN Conference in 2022. The conference facilitated the sharing of best practices in workplace inclusion from private companies and updates on laws and programs from government agencies. The Department of Labor and Employment (DOLE) and NCDA also oversee the quarterly implementation of these employment measures through the Subcommittee on Training, Employment, and Livelihood (SCOTEL).

SECTION 2: HUMAN RIGHTS-BASED SITUATION ANALYSIS AND ROLE AND CAPACITY GAPS ANALYSIS OF PHRP4 STAKEHOLDERS

A. Continuing human rights issues and concerns from the PHRP3

HRIAC	TPOA
HRIAC 1: Accessibility law is not fully implemented both at the national and local levels.	**TPOA 1:** Improve the implementation of accessibility laws both at the national and local levels.
HRIAC 2: Non-availability of accurate, reliable, and updated disability data for policy and program development and service delivery	**TPOA 2:** Improve data collection, disaggregation, harmonization, and centralized sectoral profiling for the development of responsive policy, programs, and service delivery for persons with disabilities.
HRIAC 3: Limited access of persons with disabilities to all levels of education, including disability support services	**TPOA 3:** Increase completion of learners with disabilities from primary to tertiary and availability of support services.
HRIAC 4: Low compliance to web accessibility standards by government agencies	**TPOA 4:** Increase compliance of government agencies to web accessibility standards.
HRIAC 5: Low employment of persons with disabilities in government and private companies as mandated by RA 10524	**TPOA 5:** Increase employment of persons with disabilities in government and private companies in compliance with RA 10524.

B. Emerging human rights issues and concerns from the concluding observations of International Human Rights Treaties and other UN Mechanisms

HRIAC 6: Limited access of persons with disabilities to capital assistance and capacity building on entrepreneurial projects to ensure sustainability	**TPOA 6:** Increase number of individuals and organizations of persons with disabilities with access to capital assistance and entrepreneurship training.
HRIAC 7: Absence of policy and institutional program to support independent living	**TPOA 7:** Institutionalize independent living in government program and policies.
HRIAC 8: Limited government rehabilitation facilities providing assessment and intervention at the local level	**TPOA 8:** Increase the number of government health facilities providing rehabilitation assessment and intervention at the provincial, city, and municipal level.
HRIAC 9: Limited participation of persons with disabilities in political and sociocultural spaces	**TPOA 9:** Increase meaningful participation of persons with disabilities in political and sociocultural spaces on an equal basis with others.
HRIAC 10: Plans, programs and activities on Disaster Risk Reduction and Management are not responsive to the needs and concerns of persons with disabilities.	**TPOA 10:** Mainstream disability-inclusion in all phases of Disaster Risk Reduction and Management.
HRIAC 11: Limited support services to persons with disabilities to facilitate access to justice	**TPOA 11:** Increase access to disability support services in the justice system and provide capacity building to those working in the field of administration of justice.

A. Continuing human rights issues and concerns from the PHRP3 on CRPD implementation

The Human-Rights based Situation Analysis and Role and Capacity Gaps Analysis of the PHRP4 seeks to evaluate the current challenges face by persons with disabilities in the attainment of their human rights defined in the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD) and local statutes including RA 7277 (Magna Carta for Persons with Disabilities), BP 344 (Accessibility Law), among others. This will also evaluate the role and capacity gaps on the part of the stakeholders, including various government agencies, civil society organizations (CSOs), and private sectors, to identify the opportunities for compliance, coordination, and enforcement of the law, to provide appropriate actions to elevate the stakeholders, capacity to fulfill their legal responsibilities to ensure and promote the rights of persons with disabilities.

HRIAC No. 1: Accessibility law is not fully implemented at both the national and local level

The BP 344 or the "Accessibility Law" aims to enhance the mobility of persons with disabilities to participate in the socio-economic life and enjoyment of inclusive opportunities for persons with disabilities. Pursuant to Article 9 of the UN CRPD, all persons with disabilities shall live independently and participate fully in all aspects of life, on an equal basis with others.

However, despite the existence of this policy for more than four decades, the implementation and enforcement of accessibility remains inadequate and inconsistent; thus, this is still a continuing concern. Due to the weak implementation of accessibility laws in both national and local levels, persons with disabilities experienced physical barriers that violate their rights to equal access and participation. The disability sector and other stakeholders expressed that persons with disabilities' participation in the community affairs is still limited because of non-implementation of accessibility law in public buildings, private buildings for public use, and transportation. A number of government offices and public schools are not yet accessible according to the standards of BP 344 and the public transportation lacks accessibility features (e.g., PUVs with ramps, among others, and accessible transport terminals). Moreover, inactions by establishments and building owners/administrators to the findings and recommendations during the access audit must be addressed to facilitate their strict compliance.

To continuously monitor the implementation of BP 344, the NCDA has the Sub-committee on Accessibility and Build Environment and Transportation (SCABET) led by the the Department of Public Works and Highways (DPWH) and Department of Transportation (DOTr). The SCABET and its member agencies are mandated to ensure the accessibility and provision of reasonable accommodation to persons with disabilities, develop guidelines for the accessibility facilities that are for public use, and provide training for stakeholders on accessibility audit and compliance.

As part of the strategy in ensuring the compliance to BP 344, the DPWH and DOTr in coordination with the NCDA, conduct access audit training of trainers on the development of a manual on accessibility as guidance for the implementers and duty-bearers, and provide auxiliary aids and services that could be responsive to the needs of persons with disabilities in terms of accessibility.

HRIAC No. 2: Non-availability of accurate, reliable, and updated disability data for policy and program development and service delivery

According to the Data Privacy Act of 2012, the State is committed to protecting the right to privacy and communication, while ensuring the free flow of information for innovation and growth, and recognizes its duty to secure personal data in both government and private sector information systems. The non-availability of accurate, reliable, and updated disability data significantly hampers the development of effective policies, programs, and service deliveries for persons with disabilities, thereby impacting their exercise of their human rights and access to essential benefits and privileges. Without comprehensive data, many persons with disabilities are excluded from necessary services, such as healthcare, employment opportunities, and social protection.

The NCDA, in coordination with agencies like the Department of Health (DOH), the Department of Social Welfare and Development (DSWD), and the LGUs, plays a crucial role in improving disability data collection by collaboration. Together, these agencies work to standardize data collection processes, share information, and integrate medical, social, and demographic data to create a harmonized, comprehensive, and accurate collaboration of information on persons with disabilities. This coordinated approach helps avoid duplication of efforts and addresses gaps in underrepresentation in the national registry to ensure that persons with disabilities receive appropriate services.

Improvements in data collection, disaggregation, harmonization, and centralized sectoral profiling for persons with disabilities are crucial for developing responsive policies, programs, and services. These include standardizing information recording formats and updating individual disability profiles, such as if the person is living or in case of death that needs to be coordinated with concerned agencies if deemed necessary. To facilitate this, hiring dedicated data collection officers trained in best practices is essential. Additionally, investment in technological resources, such as information systems with QR codes and ID validation, as well as desktop computers, is necessary. These all culminate in the integration into databases like the Philippine Registry for Persons with Disabilities (PRPWD) with all persons with disabilities-related government databases for the need for a centralized Philippine Disability Database, which is critical for ensuring consistent and comprehensive data.

HRIAC No. 3: Limited access of persons with disabilities to all levels of education and disability support services

With the absence of funds and institutional support, both from public and private entities, persons with

disabilities gain little access in terms of education and disability support services. Without proper fund allocation to create accessible learning centers and proper training of educators to handle special needs, educational institutions, even at the primary level, cease to provide the tools needed in establishing the fundamental learning blocks for learners with disabilities. These learners are placed in regular classes, bereft of proper special needs assistance, which does more harm than good, furthering their social and educational gap to others. In the same context, local government units in different regions contribute to the exclusion of persons with disabilities due to the lack of strict implementation and provision of disability support services for their constituents.

Pursuant to Article 14 of the 1987 Philippine Constitution, the State shall take the appropriate steps to make education accessible, in this case inclusive, to all. In accordance to this, Chapter 2 of RA 7277, also known as the Magna Carta for Persons with Disabilities, underscores the unequivocal right of persons with disabilities to have access to quality education, avail of financial assistance necessary to gain such access, and be provided alternative means of education as well as resource materials to be fully integrated into society. The country's lack of focus on education, especially for persons with disabilities, despite existing laws in place, hinders the sector's potential to contribute more and represent the sector in the creation, implementation, and monitoring of policies and programs. All the aforementioned factors, among others, fail to educate employable Filipinos with disabilities, who are then excluded from being actively contributing citizens of the nation.

The NCDA, Department of Education (DepEd), Commission on Higher Education (CHED), and TESDA must work hand-in-hand to ensure that policies and programs for learners with disabilities and disability support services are well coordinated and implemented in all levels of society. These government agencies must aim to fulfill the promises of quality education under the Constitution, and build accessible and inclusive learning institutions in the next five years to allow learners with disabilities to progress naturally in both secondary and tertiary level of education.

HRIAC No. 4: Low compliance to web accessibility standards by government agencies

Compliance with the web accessibility standard is still a challenge for the government agencies. Some of the raised concerns of the sector are web features that include the color contrast of websites, which is a challenge for low vision; alternative texts and images for the blind; multimedia accessibility, such as no audiovisual presentation; and timely captioning.

Article 9 of the UN CRPD encourages states to take appropriate measures to ensure access of persons with disabilities, including information and communication technologies and systems. It emphasized the promotion of appropriate forms of assistance and support to persons with disabilities to ensure the access to information, new information and communication, including internet and design, and development of accessible communication, technologies and systems. The United Nations Economic and Social Affairs adopted a resolution on promoting an inclusive, barrier-free, and rights-based society for persons with disabilities. It highlights that all government must adopt ICT accessibility guidelines for persons with disabilities in their national ICT policies and specifically include persons with disabilities as their target beneficiary group with appropriate measures.

From the period of 2018-2022, the enhancement of accessibility websites has continuously been done in accordance with

the ICTO-NCDA Joint Circular No. 1-2010 or the "Accessible Website Design Guidelines" in the Philippines. Accessibility Website Design Guidelines provides standard rules on the equalization of opportunities for persons with disabilities. Government websites should be accessible to all types of citizens with disabilities, particularly for the blind, low vision, deaf, and hard of hearing.

The Department of Information and Communications Technology (DICT), spearheads the training on web accessibility in coordination with NCDA and Adaptive Technology for Rehabilitation Integration & Empowerment of the Visually Impaired to orient auditors of the DICT regarding web accessibility. The DICT, together with NCDA, should employ stricter measures to ensure full compliance by government agencies to web accessibility standards.

HRIAC No. 5: Low employment of persons with disabilities in the government and private companies as mandated by RA 10524

Pursuant to the HRIAC 5, there has been a pressing issue on low employment rates of persons with disabilities, especially women with disabilities, in both government and private entities, which are not compliant to RA 10524. To address the emergence of the issue, a Thematic Program of Action (TPOA) has been laid in response to the needs of employment opportunities for persons with disabilities conforming to the statutory requirements.

The Department of Labor and Employment (DOLE) is the lead national government agency responsible for the enforcement and implementation of these initiatives.

DOLE will execute regulatory incentives to promote the employment for persons with disabilities, which includes fiscal incentives and regulatory reliefs for employers who were able to comply. They will also regulate, ensure, and implement a non-discriminatory recruitment standards toward inclusivity and compliance to the equal employment opportunity. In addition, DOLE will hold the development and deployment of targeted capacity-building programs for persons with disabilities, including women with disabilities, in terms of vocational training, internships, open-employment, self-employment, and sheltered employment.

To further advance the compliance with RA 10524, DOLE will take the initiative to collaborate with different partners and stakeholders to comply with the workplace accessibility through integration of accessibility features in the built environment.

An Information, Education, and Communication (IEC) campaign will be utilized to enhance employer awareness of persons with disabilities' competencies and available training programs. This campaign will also include scouting of possible employers, consultation meetings, and industry surveys to ensure that the competencies in demand in the market may be acquired or transferred to persons with disabilities through programs such as vocational training and formal education.

By implementing these strategies, stakeholders can significantly improve the employment landscape for persons with disabilities, ensuring they have equal opportunities to contribute to and benefit from economic activities. This holistic approach not only helps in meeting legal and ethical obligations but also enriches the workforce with diverse perspectives and skills.

In addition, the PDAO must update their current policies and may endorse qualified persons with disabilities to employers who fulfill the basic requirements for positions in either government or private organizations. These recommendations also detail the legal incentives available to employers.

B. Emerging human rights issues and concerns from the concluding observations of International Human Rights Treaties and other UN Mechanisms

HRIAC No. 6: Limited access of persons withdisabilities to capital assistance and capacity building on entrepreneurial projects to ensure sustainability

Substantial gap has been identified in the availability of capital assistance and capacity-building opportunities for persons with disabilities relative to entrepreneurial projects, which resulted in hindering their potentials for economic sustainability. These are not compliant with Article 19 of UN CRPD, which mandates the rights of persons with disabilities to live independently and be included in the community; Article 27 (UN CRPD), the right to work and employment; and Article 28 (UN CRPD), the right to adequate standard of living and social protection. Locally, there are also laws violated by the identified gaps mentioned above, such as Section 8 of RA 7277 (Magna Carta for Persons with Disabilities), which mandates support for persons with disabilities through training programs and employment opportunities.

In view of this, the TPOA 6 was formulated to address the increasing needs of persons with disabilities and organizations that provide access to capital assistance and entrepreneurial projects.

The Department of Trade and Industry (DTI) is the lead government agency for this initiative, with support from the NCDA and DSWD.

Some of the initiatives include the provision of livelihood assistance programs and offering grants or low-interest loans intended for persons with disabilities who are entrepreneurs. Relative to this, entrepreneurial capacity-building workshops will be developed so persons with disabilities acquire knowledge, attitude, and skills for their projects to become sustainable. Alongside these initiatives, the provisions of auxiliary services are also critical in empowering and uplifting the economic endeavors of persons with disabilities. These services will include provision of assistive devices, such as customized wheelchairs, hearing aids, and prostheses, which are essential to improve their mobility and work capabilities. To assist this initiative, there must be guidelines on selecting the appropriate assistive devices for persons with disabilities to ensure that they will become more effective without becoming burdens on their families or society.

HRIAC No. 7: Absence of policy and institutional program to support independent living

Article 19 of the UN CRPD provides that persons with disabilities have the right to live independently in the community on an equal basis with others. According to General Comment No. 5 (2017), independent living means that individuals with disabilities are provided with all necessary means to enable them to exercise choice and control over their lives and make all decisions concerning their lives. Personal autonomy and self-determination are fundamental to independent living, including access to transport, information, communication and personal assistance, place of residence, daily routine, habits, decent employment, personal relationships, clothing, nutrition, hygiene and health care, religious activities, cultural activities, and sexual and reproductive rights. These activities are linked to the development of a person's identity and personality.

Currently in the Philippines, persons with disabilities cannot exercise and enjoy this right due to the absence of policy and institutional programs to support independent living. Among the issues and concerns raised during the consultation with the disability sector, is the absence of a clear definition of independent

living[50] and its philosophy. This is crucial in the establishment, implementation, and operationalization of independent living, and the appreciation of persons with disabilities, their families, and communities in the context of human rights and empowerment of persons with disabilities. If these will not be established, independent living of persons with disabilities will not be institutionalized as a government program and will remain an initiative of individuals, families, and organizations of persons with disabilities.

There are existing government facilities that may directly or indirectly support independent living, such as the Philippine Orthopedic Center, and national and area vocational rehabilitation centers established in some regions of the country. Moreover, disability support services, such as provision of assistive devices and technology, transportation, and other government subsidies, support activities of daily living, health, education, training, and employment.

Thus, a government policy should be adopted to establish coordination of the services to institutionalize and operationalize independent living programs and centers. Among the recommendations is to conduct independent living and peer counseling training to encourage participation of persons with disabilities and identify and consolidate existing government programs and services under independent living programs.

HRIAC No. 8: Limited government health services, specifically on medical assessment, rehabilitation, and other health-related services at the provincial, city, and municipal level

Health services are crucial to the development and independence of a person. However, interventions as regards health needs of persons with disabilities, specifically medical assessments, medications, rehabilitation, and other health-related services, are limited, if not available, particularly in rural and far-flung areas.

Another issue is access to health information and communication, specifically for deaf patients who have difficulty in consulting with doctors. Aggravating the situation is the shortage of developmental pediatricians and other healthcare-related professionals all over the country, who are especially essential to diagnosing disorders and for obtaining a person with a disability ID card.

Article 25 of the UN CRPD provides that persons with disabilities have the right to the enjoyment of the highest attainable standard of health without discrimination on the basis of disability. Moreover, States parties shall take all appropriate measures to ensure the access of persons with disabilities to health services that are gender-sensitive, including health-related rehabilitation.

Article 26 on habilitation and rehabilitation provides that State parties shall organize, strengthen, and extend comprehensive habilitation and rehabilitation services and programs, in such a way that these services and programs begin at the earliest possible stage based on the multidisciplinary assessment of individual needs and strengths, and are available to persons with disabilities as close as possible to their own communities, including in rural areas.[51]

The government, particularly the DOH, PhilHealth, and LGUs, should make available and affordable health services needed by persons with disabilities,

[50]Independent living is an essential part of the individual's autonomy and freedom and does not necessarily mean living alone. It should also not be interpreted solely as the ability to carry out daily activities by oneself. Rather, it should be regarded as the freedom to choose and control, in line with the respect for inherent dignity and individual autonomy as enshrined in article 3 (a) of the Convention.

[51] Article 26 on habilitation and rehabilitation states that, State parties are obliged to organize, strengthen, and extend comprehensive habilitation and rehabilitation services and programs, particularly in the areas of health, employment, education, and social services, in such a way that these services and programs begin at the earliest possible stage, and are based on the multidisciplinary assessment of individual needs and strengths. Moreover, it supports participation and inclusion in the community and all aspects of society, is voluntary, and is available to persons with disabilities as close as possible to their own communities, including in rural areas.

including early identification and intervention as appropriate, and services designed to minimize and prevent further disabilities, including among children and older persons.[52]

Among the recommendations during regional consultations with the disability sector is the full implementation of PhilHealth Z-Package for children with disabilities, to increase the number of accredited hospitals in the country, mapping and partnering with other service providers to deliver health services for persons with disabilities, and checking the sexual reproductive health of persons with disabilities including in the area of sexual and reproductive health and population-based public health programs. There are existing LGU-based rehabilitation programs like the Quezon City government's Kabahagi Center and other community-based rehabilitation (CBR) initiatives. Relative to this, there is a need to revisit the CBR manual and update based on current practice and strategies.

HRIAC No. 9: Limited participation of persons with disabilities in political and sociocultural spaces

In the Philippines' current setting, persons with disabilities have limited participation in political and sociocultural spaces. In the exercise of their right to vote, persons with disabilities experience various challenges such as difficulty in registration, lack or limited accessible buildings and reasonable accommodations, accessible voting formats, and lack of trained staff to assist them during election, among others. These challenges result in a low voter turnout among persons with disabilities, which affect the exercise of their right to suffrage. Among the issues and concerns raised during the consultation with the disability sector are the need for party-list/s that shall adequately represent the disability sector in the Congress and the cascading of PDAO services at the barangay level.

Articles 28, 29, and 30 of the UN CRPD recognize the rights of persons with disabilities to adequate standard of living and social protection, guarantee their rights in political and public life, and their participation in cultural life, recreation, leisure, and sport to promote the realization of these rights without discrimination on the basis of disability. Under social participation, Article 28 section 2b emphasizes ensuring access of persons with disabilities to social protection programs and poverty reduction programs. Article 29a ensures that persons with disabilities can effectively and fully participate in political and public life on an equal basis with others, directly or through freely chosen representatives, including the right and opportunity for persons with disabilities to vote and be elected. Article 29b likewise states to actively promote an environment in which persons with disabilities can effectively and fully participate in the conduct of public affairs, without discrimination and on an equal basis with others, and encourage their participation in public affairs, including (i) participation in non-governmental organizations and associations concerned with the public and political life of the country, and in the activities and administration of political parties; and (ii) forming and joining organizations of persons with disabilities to represent persons with disabilities at international, national, regional, and local levels. Furthermore, Article 30, section 5 declares that State Parties shall take appropriate actions (a) to encourage and promote the participation, to the fullest extent possible, of persons with disabilities in mainstream sporting activities at all levels; and (b) to ensure that persons with disabilities have an opportunity to organize, develop, and participate in disability-specific

[52] It is said in Article 25 of UN CRPD, item b, that State parties provide those health services needed by persons with disabilities specifically because of their disabilities, including early identification and intervention as appropriate, and services designed to minimize and prevent further disabilities, including among children and older persons.

sporting and recreational activities and to encourage the provision of appropriate instruction, training, and resources.

In 2022, the Commission on Elections' Vulnerable Sector Office (VSO) addressed the challenges experienced by persons with disabilities through its Emergency Accessible Polling Place program while recognizing the dynamic intersectionality of disability that needs to be further addressed. The P3PWD Party-list is currently representing the disability sector in the Congress. Furthermore, Board Resolution No. 2 series of 2024 created the NCDA Sub-committee on National Amateur Sports Programs and Activities (NASPA) to create opportunities for the increased participation of persons with disabilities in sports and physical activities and foster talent identification for their participation in international competitions.

HRIAC No. 10: Plans, programs, and activities on disaster risk reduction and management (DRRM) are not responsive to the needs and concerns of persons with disabilities.

Disasters result in disability and loss of lives. Persons with disabilities are significantly impacted in disasters and conflict situations due to various factors like inaccessible disaster preparedness and evacuation plans, discrimination, and poverty, which further aggravate their vulnerability. They are not able to fully access essential services such as health, rehabilitation, education, and livelihood. Further, according to the 2024 World Risk report, the country ranks 1st among 193 countries with the highest exposure and disaster risk.

These call for the enhancement of national and local DRRM policies to make them accessible and responsive by ensuring the involvement of persons with disabilities in the planning, development, and execution of the policies/plans.

Article 11 of the UN CRPD stipulates that State Parties shall take all necessary measures to ensure the protection and safety of persons with disabilities in situations of risk, armed conflict, humanitarian emergencies, and the occurrence of natural disasters. The Sendai Framework for Disaster Risk Reduction 2015-2030 also recognizes the disability sector as contributing stakeholders and affirms their inclusion in all phases of DRRM. Similarly, Goal 7 of the *Incheon Strategy* ensures disability-inclusive DRRM.

Chapter 3.2 of the Philippine Development Plan specifically stipulates for the establishment of permanent accessible evacuation centers for the vulnerable sectors, including persons with disabilities, and strengthening social protection programs to respond to their needs in times of natural and human-induced hazards.

RA 10121 (Philippine DRRM Act) mandates LGUs and barangays to address the disaster risks in their communities. RA 9729 or the Climate Change Act mandates the LGUs to be the frontline in the formulation, planning, and implementation of climate change action plans in their respective areas. Likewise, the 4th strategic priority of the National Climate Change Action Plan (NCCAP) 2011-2028 provides key strategic actions that give importance to coordinated efforts on DRR and climate change adaptation to minimize the threats to human security. This intends to reduce the risks of vulnerable groups from climate and disasters.

The conduct of disability-inclusive DRRM training in collaboration with LGUs, NGAs, and CSOs as well as the provision of technical inputs in the development of DRR plans/policies/programs initiated by LGUs and other partner organizations are part of NCDA's approaches to address the issues related to inclusive DRRM.

HRIAC No. 11: Limited support services to persons with disabilities to facilitate access to justice

Persons with disabilities experience various forms of discrimination on the basis of disability and other forms of violation against their rights as members of the society. The limited support services, such as lack of available and government-provided sign language interpreters in courts and police stations, alternative communication, and age-appropriate assistance, among others, in the government's arm of justice, are forms of human rights violation as they cannot access justice on an equal basis with others. With the current setup and capacity of the justice system, including limited government legal services and intervention, many persons with disabilities are either hesitant or totally ditch the idea of filing legal complaints. This leads to repeated violations committed against them.

As affirmed by the UN CRPD, persons with disabilities have the right to recognition everywhere as persons before the law and should be able to exercise their legal capacity on an equal basis with others. This treaty also mandates the government to make necessary interventions including provision of reasonable accommodations to address the limitations of persons with disabilities to ensure a timely and appropriate resolution of their concerns.[53]

Disability-inclusive justice system is a by-product of disability-sensitive people in the administration of justice. It starts by ensuring that people working in the administration of justice are aware and sensitive of the rights, needs, and limitations of persons with disabilities by providing appropriate training and capacity-building activities.[54] These include people working at the barangay level, (such as the barangay tanods and the members of the Lupong Tagapamayapa or the Barangay Justice System who are the first government body to address legal complaints), the law enforcement whose primary role is to prevent crimes and provide emergency response, and the prosecution and courts who ultimately brings justice and upholds the rights of the victims through a timely and lawful decision of the case.

Disability-inclusive policies, programs, and services in all the pillars of justice help fulfill the obligation of the State to ensure that all persons with disabilities are equally recognized and are entitled without any discrimination to the equal protection and equal benefit of the law.[55]

Embodying its composite 14-member agencies, the NCDA has identified an overarching strategy to all the TPOAs to address the above-mentioned continuous and emerging human rights issues and concerns that will contribute to an inclusive, comprehensive, encompassing, and rights-based advocacy and awareness campaigns. These campaigns include intentional collaborations, targeted capacity-building activities, and compliance audits among specifically identified duty-bearers and other stakeholders to ensure that the human rights of persons with disabilities are upheld and duly afforded, as intended and expressed in our local, national, and international laws.

Moreover, there is a dearth of research and data on the situation of cross-sectional vulnerabilities experienced by women with disabilities, children with disabilities, youth and girls with disabilities, giving focus on their family lives, health, education, employment, and protection from violence/abuse and disasters. Another overarching strategy is to establish targeted programs and policy through research and institutionalizing inter-agency

[53]Article 12, UN CRPD
[54]Article 13, UN CRPD
[55]Article 5, UN CRPD

cooperation for joint efforts on overlapping vulnerabilities. With the conduct of research and data on the aforementioned cross-sectional vulnerabilities, we can establish and articulate baselines and craft evidence-based programs and policies through inter-agency cooperation to respond to their underserved rights.

As a result, the rights of persons with disabilities, including cross-sectional vulnerabilities, will be addressed and enhanced by promoting the awareness of their rights, influencing policies and laws, and pressing for accountability of the duty-bearers for the benefit of our rights-holders.

SECTION 3: STATEMENT OF THEMATIC GOALS AND OBJECTIVES

Goal Statement: To promote full participation and provide equal opportunities enabling persons with disabilities to live full and meaningful lives in a barrier-free, rights-based, and inclusive Philippine society by 2028

Objective A: To address 80% of each continuing HRIACs arising from the assessment of the previous PHRP3

Objective B: To address 50% of each emerging HRIAC arising from engagement with international and regional HR mechanisms and other stakeholders

SECTION 4: STATEMENT OF OUTCOME, INDICATORS, AND TARGETS FOR IMPROVEMENT

Outcome Statement

Improved and truly accessible policies, programs, and services for the sector by 2028, with half of each emerging HRIAC, affecting persons with disabilities addressed and given inclusive, rights-based, sustainable, and barrier-free solutions through strengthened participation and collaboration of national government agencies with civil society organizations, international partners, and LGUs.

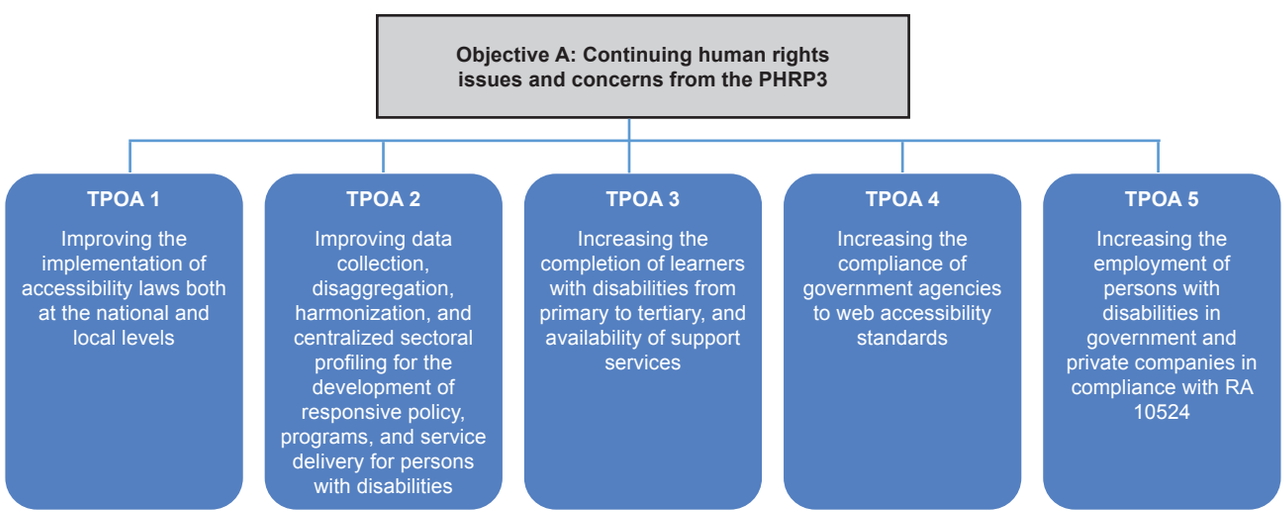
Outcome Indicators and Target Improvements:

Key Indicators	Baselines	Targets for Improvement
Number of accessible government buildings and private establishments for public use that are compliant to BP 344	Number of establishments conducted with Access Audit	Increase of accessible establishment for public use
Percentage of persons with disabilities accurately registered in an integrated national disability database	Philippine Registry for persons with disabilities	Uploading of accurate data of persons with disabilities in the Philippine Registry for persons with disabilities
Percentage of learners with disabilities having access to primary and tertiary education Percentage of availability of disability support services provided per LGU	Number of established and converted Inclusive Learning Resource Centers	Increase on the number of established and converted ILRC
Number of government agencies compliant to web accessibility standards	Number of government agencies that complied to web accessibility standards	Increase the number of government-accessible websites by 80%
Percentage increase in employment of persons with disabilities in the government and private sectors, including the percentage of women with disabilities employed	Number of employed persons with disabilities in government (CSC data) Number of women with disabilities employed in government (CSC data)	Compliance to 1% hiring of persons with disabilities in government Increase the number of women with disabilities employed in government

Key Indicators	Baselines	Targets for Improvement
Number of persons with disabilities individuals and organizations provided with capital assistance and entrepreneurship training	Currently, limited access to capital assistance and capacity-building opportunities for persons with disabilities exists, with less than 1% benefiting from entrepreneurial training and financial assistance programs.	Increase the number of persons with disabilities provided with capital assistance and entrepreneurship training
Availability of government health services on medical assessment, rehabilitation, and other health-related services at the provincial, city, and municipal level	Number of government health services on medical assessment, rehabilitation, and other health-related services at the provincial, city, and municipal level	Increse the number in the establishment of disability health facilities and services at the provincial, city, and municipal level
Increased voter turnout of persons with disabilities during election Participation and success of para-athletes on the international stage	Number of registered persons with disabilities in COMELEC Number of supported para-athletes on the international stage	Improve the accessible polling places Creation of policy for the para-athletes in the Philippines
Disability inclusion in DRRM plans/programs/ policies	Number of agencies with DIDRRM program	Inclusion of DIDRRM on policies of agencies
Disability support services in the justice system Capacity-building activities for those working in the field of administration of justice	Number of available and institutionalized support services Number of capacity-building activities conducted	Increase the number of support services for persons with disabilities in terms of justice

SECTION 5: THEMATIC PROGRAMS OF ACTION

Figure 1 - Objective A TPOAs



TPOA No. 1. Improving the implementation of accessibility laws both at the national and local levels

Key Indicator: Number of accessible government buildings and private establishment for public use compliant to BP 344

Baseline: Number of buildings compliant to BP 344

Performance Targets:

2024

- Published the Amended BP 344 Annexes
- Increased number of trained personnel on access audit
- Improved efforts on the increase of penal provision of the BP 344

2025

- Established monitoring mechanism on the compliance and implementation of accessibility law both in national and local levels

2026

- Established baseline on compliance rate to BP 344 of government structures, public facilities, and PUVs
- Improved the compliance rate on accessibility of public transportation

2027

- 80% of government structures, public facilities, and PUVs are compliant to BP 344

2028

- 100% capacitated LGUs on accessibility law
- Monitoring and evaluation on the accessibility law

TPOA 1 provides the DPWH and DOTr guidance in ensuring their mandate and continuous compliance of the establishment in both public and private based on the BP 344 and its amended Implementing Rules and Regulations. Moreover, the DOTr's crafting of guidelines on accessibility of public transportation will serve as a basis for the PUV groups and transportation companies to comply with the standards stated in the rules and regulations.

TPOA No. 2. Improve data collection, disaggregation, harmonization, and centralized sectoral profiling for the development of responsive policy, programs, and service delivery for persons with disabilities

Key Indicator: Percentage of persons with disabilities accurately registered in an integrated national disability database

Baseline: The current percentage of persons with disabilities registered in the PRPWD

Performance Targets:

2024

- Increased number of encoded data of persons with disabilities on the PRPWD System by 10%
- Established a standardized data collection framework across all relevant government agencies for the Comprehensive Sectoral Profiling Tool
- Trained data collection officers in 25% of provinces, ensuring best practices and accurate data gathering

2025

- Increased number of encoded data of persons with disabilities on the PRPWD System by 20%
- Developed a standardized data collection framework across all relevant government agencies for the Comprehensive Sectoral Profiling Tool

2026

- Increased number of encoded data of persons with disabilities on the PRPWD System by 30%
- Launched the Comprehensive Sectoral Profiling Tool with the standardized data collection framework across all relevant government agencies

2027

- Increased number of encoded data of persons with disabilities on the PRPWD System by 40%
- Monitored the Comprehensive Sectoral Profiling Tool with the standardized data collection framework across all relevant government agencies

2028

- Increased number of encoded data of persons with disabilities on the PRPWD System by 50%
- Achieved full harmonization of data collection processes and 100% integration of all persons with disabilities-related databases nationwide

Making responsive policies and services for persons with disabilities requires having access to accurate, reliable, and current disability data. It is more difficult to plan focused initiatives, provide suitable services, and keep track of how programs and policies affect persons with disabilities when such data are missing.

Harmonizing disability data gathered by various government agencies have been brought to light by several consultations. A persistent issue that has resulted in inaccurate data and a disjointed knowledge of the status of disability in the Philippines is the absence of standardized data-gathering procedures. With the cooperation of other relevant agencies, the NCDA makes sure that data-gathering complies with Data Privacy Act of 2012 standards.

This TPOA aims to enhance data collection, disaggregation, harmonization, and the development of consolidated sectoral profiles. To guarantee that service delivery is more inclusive and sensitive to the needs of persons with disabilities, these initiatives are meant to reinforce policy and program development

TPOA No. 3. Increasing completion of learners with disabilities from primary to tertiary and availability of support services

Key Indicator: Percentage of learners with disabilities having access to primary and tertiary education; percentage of availability of disability support services provided per LGU

Baseline: Percentage of Inclusive Learning Resource Centers (ILRCs) fully operationalized per LGU per region

Performance Targets:

2024

- Created the Inter-Agency Coordinating Council for Learners with Disabilities and Advisory Committee for Education of Learners with Disabilities
- Finalized RA 11650 Implementing Rules and Regulations

2025

- Implemented RA 11650 IRR fully; institutionalized ILRCs in the country
- Improved the awareness of agencies and stakeholders regarding RA 11650 and its IRR
- Increased policy development and resource material workshops provided to government agencies and other concerned organizations and stakeholders regarding learners with disabilities
- Increased percentage of commitment from lawmakers and disability-related organizations to push the passage of disability bills

2026

- Committed a number of memoranda of understanding of SPED schools to transitioning to ILRCs
- Trained a number of grassroots organizations per LGU on capacity building
- Increased percentage of commitment from lawmakers and disability-related organizations formed from linkages and visitations

2027

- Increased number of ILRCs (created/ transitioned) per LGU
- Increased access of learners with disabilities from primary to tertiary level

2028

- Lobbied for significant number of disability bills approved in Congress and passed into law
- Increased a number of ILRCs (created/ transitioned) per LGU significantly
- Increased the access of learners with disabilities from primary to tertiary level significantly
- Completed policy studies on inclusive education for learners with disabilities based on evidence-based research

It is imperative that all levels of education and disability support services for persons with disabilities are readily accessible and are of the highest quality. This will not be possible if funding, as well as alignment of resources, is not secured and matched to the needs of the sector. For 2024, the creation of the Inter-Agency Coordinating Council for Learners with Disabilities and Advisory Committee for Education of Learners with Disabilities will allow for policy-making bodies to guide and redirect policies for learners with disabilities under an inclusive framework, such as, but not limited to, a referral process from secondary to tertiary level from one ILRC to another. By 2025, RA 11650 and its implementing rules and

regulations have been published, disseminated, and fully implemented, its multi-year roadmap adopted, ILRCs have been institutionalized, and an increase in policy development and resource material workshops given to agencies and organizations have been realized. By 2026, SPED schools across the country have committed to become ILRCs, and a number of LGUs were empowered to develop the lobbying and advocating capacity of local grassroots organizations. By 2027, the number of ILRCs, whether created or transitioned, has increased, and an increase in tertiary-level learners with disabilities is met, eventually yielding to more professionals with disabilities. By 2028, Congress should have passed a significant amount of disability bills to laws, with the help of disability rights champions who were made advocates through linkages, and a significant increase in access to learners with disabilities at all levels.

TPOA No. 4. Increasing compliance of government agencies to web accessibility standards

Key Indicator: Number of government agencies compliant to web accessibility standards

Baseline: Number of websites of government agencies compliant to web accessibility guidelines

Performance Targets:

2024

- Increased the conduct of web accessibility audits

2025

- Included accessibility standards in government procurement requirements

2026

- Institutionalized an annual reporting and monitoring mechanism regarding compliance with web accessibility standards

2027

- Increased the percentage of accessible government websites from 2024

2028

- Monitored and assessed the implementation of the web accessibility guidelines

Increasing compliance to government websites' web accessibility guidelines guarantees that online resources and services are inclusive and accessible to all persons with disabilities, especially those who are blind, visually impaired, deaf, and hard of hearing. The DICT, in partnership with the NCDA, conducts web accessibility audits regularly and provides annual reporting and monitoring of accessibility compliance on government websites.

TPOA No. 5. Increasing employment of persons with disabilities in government and private companies in compliance with RA 10754

Key Indicator: Percentage increase in employment of persons with disabilities in the government and private sectors, including the percentage of women with disabilities employed

Baseline:

- Percentage of government employees who are persons with disabilities from 1% currently to 2% based on the submitted pending bill
- 1% of employees working in private companies are persons with disabilities

Performance Targets: Immediate compliance for government, and progressive compliance for private sectors

2024

- Increased partnerships with private employers to raise awareness and provide capacity-building training for employment of persons with disabilities
- Developed or enhanced Equal Employment Opportunity Policies (EEOP) under PRIME-HRM to ensure nondiscriminatory recruitment of assisting agencies
- Conducted job fairs with special lanes for persons with disabilities

- Registered person with disability job applicants through the Public Employment Information System (PEIS) and Philippine Job Network (PJN)
- Strengthened the implementation of Flexible Work Arrangements (FWA) for persons with disabilities, solo parents, and immunocompromised workers

2025

- Developed mechanism for data gathering in tracking employment rates of persons with disabilities in both public and private sectors.
- Maintained and updated the persons with disabilities employment database and generated reports on the number of persons with disabilities employed and their types of employment.

2026

- Developed a Comprehensive Manual for Disability-Inclusive Workplaces to guide employers in creating inclusive environments
- Partnered with academic institutions to develop courses on Disability-Inclusive Human Resource Practices

2027

- Conducted a study on disability inclusion in the workplace, analyzing existing data and identifying gaps
- Conducted multi-stakeholder consultations to inform policy development on workplace inclusion for persons with disabilities

2028

- Enhanced incentives system for employers who adopt disability-inclusive practices, including fiscal relief, tax breaks, and government recognition
- Strengthened partnerships with private sector stakeholders to ensure the promotion of inclusive work environments

This focuses on addressing the low employment rate of persons with disabilities and women with disabilities in both government and private sectors, in compliance with RA 10524 or the position reserved for persons with disabilities, which mandates that at least 1% of the government jobs and encourages private sector employers to hire persons with disabilities through incentivization system. The program aims to promote equal employment opportunities for persons with disabilities by creating inclusive work environments, offering regulatory incentives to compliant employers, and ensuring nondiscriminatory hiring practices.

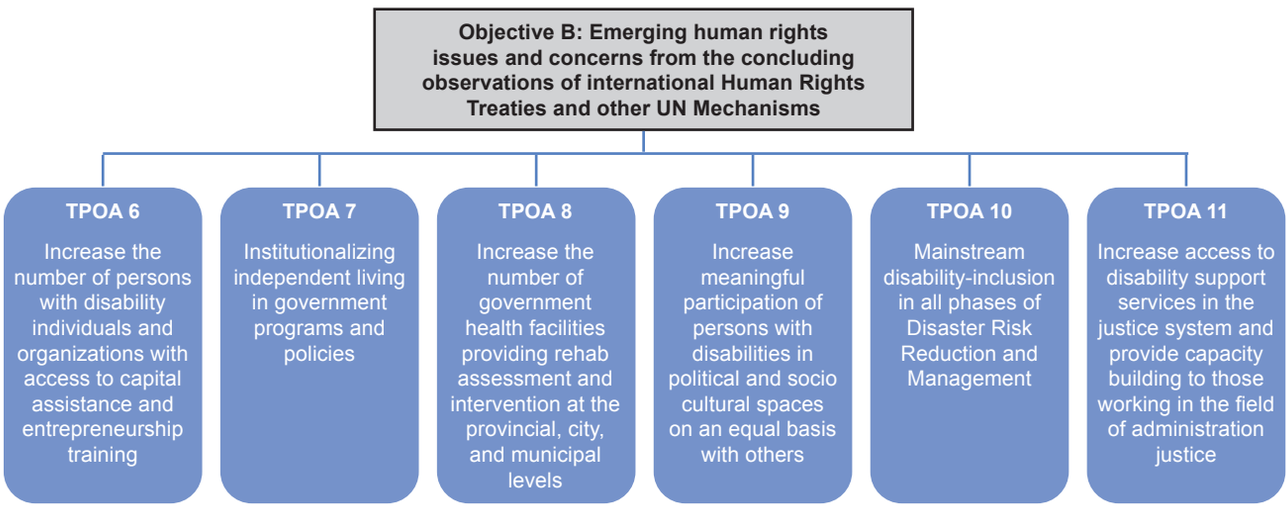
The DOLE leads the implementation of this initiative, in partnership with key government agencies such as the NCDA, Civil Service Commission (CSC), and various private sector stakeholders. The initiative includes providing capacity-building programs for persons with disabilities, developing vocational training opportunities, and ensuring that the built environment within workplaces is accessible to persons with disabilities. DOLE will also regulate and promote inclusive recruitment standards, ensuring that employers do not discriminate against persons with disability applicants.

This TPOA is designed to enhance collaboration between government agencies and the private sector, focusing on data collection on persons with disabilities employment, the creation of inclusive workplace policies, and the improvement of employment conditions for persons with disabilities. The program also emphasizes increasing employer awareness of the skills and competencies of persons with disabilities through IEC campaigns, consultations, and surveys to align training programs with market demand.

Key activities include the development of a comprehensive manual for disability-inclusive workplaces, the organization of job fairs with special lanes for persons with disabilities, and the expansion of FWAs to accommodate persons with disabilities. The initiative also involves strengthening the employer incentive program, which provides fiscal benefits to employers who meet or exceed persons with disabilities hiring targets.

By fostering an inclusive employment landscape, this program not only aligns with statutory requirements but also empowers persons with disabilities to actively participate in the workforce. The program encourages employers to embrace diversity while promoting the economic sustainability of persons with disabilities through meaningful employment.

Figure 2 - Objective B TPOAs



TPOA No. 6. Increasing the number of persons with disability individuals and organizations of persons with disabilities with access to capital assistance and entrepreneurship training

Key Indicator: Number of persons with disability individuals and organizations provided with capital assistance and entrepreneurship training

Baseline: Currently, limited access to capital assistance and capacity-building opportunities for persons with disabilities exists, with less than 1% of benefiting from entrepreneurial training and financial assistance programs

Performance Targets:

2024

- Identified eligible persons with disabilities for capital assistance, and established selection criteria for grants or low-interest loans
- Launched the Livelihood Assistance Program, targeting persons with disabilities with viable business ideas
- Conducted Entrepreneurial Capacity-Building Workshops in partnership with local SMEs

2025

- Provided capital assistance (grants/low-interest loans) to eligible persons with disabilities
- Scaled up livelihood assistance program to reach more persons with disabilities
- Conducted additional entrepreneurial capacity-building workshops in various regions

2026

- Established regional business hubs providing workspace, mentorship, and resources for persons with disabilities' start-ups
- Distributed assistive devices to support persons with disabilities in enhancing their work capabilities
- Launched research and development (R&D) initiatives for assistive devices suited for entrepreneurial work

2027

- Developed a National Persons with Disabilities Business Network to facilitate collaboration and knowledge-sharing among persons with disabilities who are also entrepreneurs

This focuses on addressing the limited access of persons with disabilities to capital assistance and entrepreneurial capacity-building programs. This will enable to bridge the substantial gap in opportunities for persons with disabilities to develop sustainable livelihoods in line with Article 19, 27, and 28 of the UN CRPD and the Magna Carta for Persons with Disabilities. These international and local mandates call for inclusive economic participation, independent living, and social protection for persons with disabilities.

The DTI leads the program, with support from the NCDA and DSWD. The program aims to provide capital assistance through grants and low-interest loans to Persons with Disabilities who are also entrepreneurs and their organizations, helping them to develop and sustain their businesses. To ensure the long-term success of these initiatives, the program also includes entrepreneurial capacity-building workshops to impart essential knowledge, attitudes, and skills to persons with disabilities. These workshops are designed to help participants run sustainable businesses and improve their economic prospects.

Moreover, TPOA 6 addresses the need of persons with disabilities for auxiliary services, such as assistive devices, which are pivotal for enhancing their mobility and productivity in entrepreneurial endeavors. Furthermore, the aid of the program supports research and development initiatives focused on creating innovative assistive devices tailored for entrepreneurial work.

It is also essential to establish regional business hubs that will provide workspace, mentorship, and business resources. These hubs will foster an environment of collaboration, where persons with disabilities who are also entrepreneurs can receive guidance and support to grow their businesses, which may lead to the development of a National Persons with Disabilities Business Network to promote knowledge sharing and networking among themselves.

By providing access to capital and entrepreneurship training, alongside tailored support services, this program is designed to empower persons with disabilities to achieve economic independence and contribute meaningfully to the workplace.

TPOA No. 7. Institutionalized independent living in government program and policies

Key Indicator: Number of government programs and policies

Baseline: Number of persons with disabilities provided with government disability support services

Performance Targets:

2024

- Lobbied the enactment of bills on the provision of disability support allowance/ pensions to persons with disabilities and independent living
- Continued the provision of auxiliary services to persons with disabilities

2025

- National and local orientation on the provision of appropriate services for persons with disabilities in terms of independent living
- Enacted pending bills designed to strengthen social protection and provide additional benefits for persons with disabilities

2026

- Capacitated local bodies for provision of proper case management and appropriate intervention for persons with disabilities for independent living

2027

- Promoted independent living for persons with disabilities, with support from family and community, including access to available support services

In the present situation, independent living is being practiced by very few persons with disabilities. Majority of persons with disabilities are still dependent on government services

despite the provision of necessary services. Independent living advocates enabling persons with disabilities while providing support and resources to manage their daily life. Currently, there are pending bills, including the disability support allowance for persons with disabilities that can help persons with disabilities with their day-to-day lives. By the end of the PHRP4, we aim to emphasize the ability of persons with disabilities to manage daily life based on their choice and based on their rights.

TPOA No. 8. Increase the number of government health services specifically on medical assessment, rehabilitation, and other health-related services at the provincial, city, and municipal level

Key Indicator: Availability of government health services on medical assessment, rehabilitation, and other health-related services at the provincial, city, and municipal level

Baseline: Number of government health services on medical assessment, rehabilitation, and other health-related services at the provincial, city, and municipal level

Performance Targets:

2024

- Conducted consultation meetings, workshops, and public hearing
- Workshop on the Development of Manual of Operations on the categorization of disabilities
- Issued the guidelines on the provision of disability support services for persons with disabilities through community-based rehabilitation strategy
- Alternative community-based rehabilitation services training at the local health offices of units
- Strengthened lobbying efforts in Congress to support the implementation of RA 11228 (Mandatory PhilHealth Coverage for persons with disabilities)

2025

- Conducted workshops and consultative meetings
- Conducted awareness-raising activities for women and girls, youth, and indigenous women with disabilities on reproductive health information and services
- Workshops and consultative trainings on the crafting of training modules on the categorization of disabilities

2026

- Developed more targeted programs/ services per classification of disability
- Developed CBR guidelines

2027

- Consultation meetings relative to Expanded PhilHealth Benefit Packages to persons with disabilities

2028

- Developed programs and services on health specifically for persons with disabilities
- Capacitated local bodies for the provision of proper case management and appropriate intervention for persons with disabilities

The provisions of health and rehabilitation services and interventions are crucial to the development and independence of persons with disabilities as stipulated in Chapter 3 of RA 7277 (Magna Carta of persons with disabilities) and Articles 25 and 26 of the UN CRPD.

TPOA No. 9. Increase meaningful participation of persons with disabilities in political and sociocultural spaces on an equal basis with others

Key Indicator 1: Increased voter turnout of persons with disabilities during election

Baseline: Number of persons with disabilities who voted during the recent general and midterm elections

Performance Targets:

2024

- Conducted Annual Strategic Planning for VSO and Commissioner-in-Charge, VS Champions and commissioner in charge

2025

- Conducted info-campaign caravan for voter education and/or special voter registration for the vulnerable sectors
- Capacity building: disability awareness and sensitivity orientation with the VS champions and VSO

2026

- Upgraded the voter assistance and accessible polling places

2027

- Strengthened the public awareness campaigns, training of election personnel, and use of assistive technologies

2028

- Strengthened and improved the following activities and actions of COMELEC:
  - Enhanced accessibility
  - Special voting arrangements
  - Voter education and information campaigns
  - Technology and innovation
  - Legal and policy framework
  - Collaboration and partnerships
  - Monitoring and evaluation

Key Indicator 2: Participation and success of para-athletes on the international stage

Baseline: Creation of a Sub-committee on National Amateur Sports Programs at NCDA

Performance Targets:

2024

- Set objectives and identified who will be the part of the Sub-committee

2025

- Prepared the rationale of amending the RA 10699
- Obtained data on para-athletes' participation in sports to identify gaps to work on
- Coordinated with the para-athlete's National Sports Association regarding the need for national championship

2026

- Prepared the conduct of national championship with the concerned NSA
- Prepared the conduct of targeted programs, such as financial literacy, seminar on media relations, and training for coaching career

2027

- Conducted national championship with the concerned NSA
- Conducted targeted programs such as financial literacy, seminar on media relations, and training for coaching career

2028

- Conducted targeted programs such as financial literacy, seminar on media relations, and training for coaching career

The realization of persons with disabilities' meaningful participation in political and sociocultural spaces on an equal basis with others is evidenced by their increased voter turnout during elections as well as the participation and success of para-athletes on the local, national, and international stage.

On the political participation, COMELEC must conduct Annual Strategic Planning for Vulnerable Sector Office with their VS Champions and commissioner-in-charge by 2024, followed by an info-campaign caravan for voter education and/or conduct of special voter registration for the vulnerable sectors and capacity building: disability awareness and sensitivity orientation by 2025 in view of the midterm election. A continuous upgrading of

voter assistance and accessible polling places should be implemented by 2026 and the strengthening of public awareness campaigns, training of election personnel, and use of assistive technologies by 2027. Finally, the strengthening and improving of activities, such as enhanced accessibility, special voting arrangements, voter education and information campaigns, technology and innovation, legal and policy framework, collaboration and partnerships, and monitoring and evaluation must be done by 2028 in view of the general election.

On the sociocultural participation, the NCDA and the Philippine Sports Commission (PSC) created a Sub-committee on National Amateur Sports Programs and Activities (NASPA) in 2024 to express their shared advocacy in creating an equitable environment for persons with disabilities, more particularly in creating opportunities for the increased participation of persons with disabilities in sports and physical activities and fostering talent identification for their participation in international competitions. The created sub-committee must set objectives and identify its composition by 2024. PSC must prepare the rationale of amending the RA 10699, obtain data on para-athletes' participation in sports to identify gaps to work on, and coordinate with the para-athlete's NSA regarding the need for National Championship by 2025. Preparing the conduct of the National Championship with the concerned NSA and preparing the conduct of targeted programs, such as financial literacy, seminar on media relations, and training for coaching career, must be done by PSC and Philippine Sports Association for the Differently Abled (PHILSPADA) in 2026. Finally, the conduct of the National Championship with the concerned NSA and the conduct of above-mentioned targeted programs must be implemented by 2027-2028, respectively.

Implementing TPOA 9 will increase the meaningful participation of persons with disabilities in political and sociocultural spaces.

TPOA No. 10. Mainstreaming disability-inclusion in all phases of disaster risk reduction and management

Key Indicator: Disability inclusion in DRRM plans/programs/policies

Baseline: Number of disability-inclusive DRRM plans

Performance Targets:

2024

- Preparatory and consultation meetings

2025

- Conducted the updating of the National DRRM Plan (NDRRMP) and Local DRRM Plan (LDRRMP) pursuant to RA 10121 and its IRR that includes participation of persons with disabilities
- Conducted Gawad Kalasag Seal Assessment of Local DRRM Offices (LDRRMCO)
- Sent free alerts on emergency alert and warning messages pursuant to RA 10639 (Free Mobile Disaster Alerts Act)
- Implemented the plan, mapping of persons with disabilities in the barangay, and availability of the said mapping to concerned agencies

2026

- Assessed the implementation of the plan

2027

- Revised and enhanced of the implementation to address the current needs

2028

- Monitored and evaluated the implementation of the plan

Persons with disabilities should be consulted and actively involved in the planning, development, and implementation of national and local plans and policies on DRRM in compliance with Article 11 of the UN CRPD.

TPOA No. 11. Increasing access to disability support services in the justice system and provision of capacity building to those working in the field of administration of justice

Key Indicator 1: Disability support services in the justice system

Baseline: Number of available and institutionalized support services

Performance Targets:

2024

- Preparatory meetings
- Identified baseline data

2025

- Established a system of priority pass for senior citizens and persons with disabilities
- Developed a Technical Guide on Disability Mainstreaming in the Juvenile Justice and Welfare System
- Consultative meetings for a needs analysis for courts and actors in the justice system in terms of ensuring access to justice for persons with disabilities

2026

- Analyed disaggregated data of clients with disabilities accessing the justice system for policy development purposes
- Pilot testing and approval of the Technical Guide on Disability Mainstreaming in the Juvenile Justice and Welfare System

2027

- Implemented the Technical Guide on Disability Mainstreaming in the Juvenile Justice and Welfare System

Key Indicator 2: Capacity-building activities for those working in the field of administration of justice

Baseline: Number of capacity building conducted

Performance Targets:

2024

- Conducted the orientation and trainings on disability for those working in the field of administration of justice, including police and prison staff (PNP, BJMP, BFP, LGUs)
- Consulted with children preferably Children in Conflict with the Law (CICL)

2025

- Institutionalized disability sensitivity orientation/training for justice system actors, including barangays

2026

- Identified multi-year plan to address the needs of courts and actors in the justice system

2027-2028

- Implemented a multi-year plan to address the needs of courts and actors in the justice system

Access to justice is a basic and vital right of any human being, including persons with disabilities who are considered one of the vulnerable sectors of the society. The State's obligation is to protect, respect, and fulfill this right regardless of the status of the person. However, persons with disabilities face several limitations in the society due to inaccessibility of some of the built-environment, services, and policies that are currently present and implemented by the society and the government.

The thematic program of action for access to justice focuses on ensuring that persons with disabilities are able to fully participate in every step of the process of resolution of their grievance. Inclusive justice system starts on a mindset of rights-based service provision and not on welfare. Thus, having the right perspective on disability is imperative to the provision of legal service founded on the principles of equality and equity.

To attain a right perspective toward persons with disabilities, people working in the

field of administration of justice, starting from the local government units such as the Barangay Justice System up to the actors in courts, will be provided with capacity-building activities to ensure that persons with disabilities are understood and provided appropriate assistance based on their disabilities. These capacity-building activities will be institutionalized and be part of the regular activities of each agency.

Disability-inclusive support services, such as sign language interpreters, disability and age-appropriate assistance, and other support services necessary for them to exercise their legal capacity, should be available for persons with disabilities in the barangays, police stations, and courts. Currently, there are existing policies and programs providing these support services. Through the leadership of the DOJ and the DILG, these programs are expected to increase at the end of five years.

For the realization of this TPOA, partnership with organizations of persons with disabilities, non-government organizations such as the organizations of sign language interpreters, and other government agencies such as the Office of the Alternative Dispute Resolution of the Department of Justice (DOJ) can be sought.

SECTION 6: PLAN OF WORK: 2024-2028

The performance targets per TPOA of Chapter 5 mainly emphasizes the establishment of policies, programs, and institutions at the national level to complement the implementation down at the local level, anchoring on a whole-of-nation approach. Building on these targets require participation from agencies and organizations from both the public and private sector, echoing the enhanced, meaningful, and sustainable inclusion of persons with disabilities in all facets of society.

As the lead agency in promoting and monitoring policies and programs for the persons with disabilities sector, the NCDA will strengthen its role as secretariat to its member agencies and other partner organizations to resolve all HRIACs concerning persons with disabilities. The Council's member agencies, namely the DSWD, DPWH, DOTr, DILG, DOH, DOJ, DICT, DepEd, TESDA, DOLE, DTI, and PSC will be the primary implementers of the plans involved for Chapter 5.

The commitment of each member agency of the NCDA is crucial in addressing issues under the HRIAC, as the TPOAs require the concerned agencies and organizations to establish linkages, conduct joint programs and activities such as trainings, workshops, and consultations, and improve the policies that will trickle down to local government units.

MATRIX 1: PLAN OF WORK: 2024-2028

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Thematic Objective A: To address continuing human rights issues and concerns (HRIAC) arising from the assessment of the previous PHRP3 **Thematic Program of Action 1: Improving the implementation of accessibility laws both at the national and local levels**							
Year 2024							
Published the Amended BP 344 annexes	Accessibility	• Publication of annexes of the Amended Implementing Rules and Regulation of BP 344 (Accessibility Law) • Training of trainers for the conduct of access audits • Lobbying efforts for the amendment of BP 344 penal provisions		May 2024	NCDA DPWH DOTr	₱50,000	Implemented the law.

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Policy guidelines		Created the DOTr Transit Facility Design Standards (TFDS)					Challenges in: • Introduction of TFDS to the Project Focals • Capacitating Project Focals into "Enforcers" and "Cause Champions" • Implementation and operation of TFDS in both ongoing projects and current infrastructure facilities
Year 2025							
Trained/Accredited auditors for the conduct of access audits	Accessibility	Conducted training/ seminars nationwide (ROs and DEOs, LGUs, contractors, inter-agencies)			DPWH		
Established monitoring mechanism on the compliance and implementation of Accessibility Law, both in the national and local level Local: PDAO National: DPWH, DOTr, and NCDA	Accessibility	Conducted seminar/ workshop regarding submission of progress reports Submission of quarterly and year-end reports (compliant and non-compliant buildings, annual accomplishment reports)			DPWH DOTr		
Year 2026							
• Established a baseline on compliance rate to BP 344 of government structures, public facilities, and PUVs • Amended the IRR of BP 344 on the portion pertaining to transportation					DPWH DOTr		
Year 2027							
Increased the number of compliant government structures, public facilities, and PUVs compared to the 2026 baseline					DPWH DOTr		
Year 2028							
Increased the number of compliant public facilities, and PUVs compared to the 2027 baseline					DPWH DOTr		

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Thematic Program of Action 2: Improve data collection, disaggregation, harmonization, and centralized sectoral profiling for the development of responsive policy, programs, and service delivery for persons with disabilities							
Year 2024							
Continued donation of desktop computers to LGUs for PRPWD use, and provision of technical assistance to LGUs on PRPWD-related concerns	Data collection	Conducting the distribution of desktop computers	Number of desktop computers provided to LGUs	2024	NCDA DILG PSA DOH		Increase number of encoded data of persons with disabilities **Risks:** High turnover of personnel, system downtime, availability of internet connection in the regional areas
Sectoral consultation for the Comprehensive Sectoral Profile Tool		Conducting orientations on the PRPWD Version 4 for disability program coordinators, computer maintenance technologists	Number of trained personnel on the PRPWD System	2023 (Regional Offices orientation)			
			Enhanced PRPWD field on the nine types of disabilities (resulting to PRPWD version 4.1)	Continuous training as needed			
Institutionalized template/system on the collection of persons with disabilities data in the justice sector	Data collection	Continuing of upgrading of the PRPWD system	Number of system upgrade implemented	Q4			Increase number of encoded data of persons with disabilities.
		Enhanced of PRPWD according to the new guidelines on the categorization of disabilities	Enhanced PRPWD field on the nine types of disabilities (resulting to PRPWD version 4.1)				
		Operationalizing Mirror PRPWD Server in NCDA					
		Creating a template/ system for offices in the justice sector for the collection of disaggregated data of persons with disabilities	Template/system on disability data collection	2025	DILG and Tri-Bureaus SC DOJ Other attached agencies		
Inclusion of the data of persons with disabilities in the statistical data being regularly gathered/reported by PSA	Data collection	Conducting of the 2024 PopCen-CBMS	Population count, household count, and disaggregated data by functional difficulty	Q3	PSA LGUs DILG	General Appropriations Act	Data collection risks (weather, back-out enumerators)
	Data collection	Conducting household-based surveys • 2022 Women and ICT Development Index (WIDI) Survey	Disaggregated data by functional difficulty (women population age 10 and over)	Q1 2024 (Published 2024)	PSA DICT	WIDI Fund ₱35,000,000	
	Data collection	• Conducting National ICT Household Survey (NICTHS)	Disaggregated data by functional difficulty (population 10 and over)	Q1 2024	PSA DICT	NICTHS Fund ₱35,000,000 (DICT)	

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
	Data collection	• Conducting Functional Literacy, Education and Mass Media Survey	Disaggregated data by functional difficulty (population 10 and over)	Q4 2024	PSA EDCOM2	GAA - ₱68,970,000 EDCOM2 - ₱150,000,000	
Year 2025							
Continued donation of desktop computers to LGUs for PRPWD use, and provision of technical assistance to LGUs on PRPWD-related concerns	Data collection	Continuing the distribution of desktop computers	Number of desktop provided in LGUs				
Developed a Comprehensive Sectoral Profile Tool		Conducting research on the intersectionality of disability among different sectors, such as women and girls with disabilities, youth, elderly, and indigenous people with disabilities					
Sectoral consultation for the Comprehensive Sectoral Profile Tool		Orientation/Training on the PRPWD Version 4.1 for Disability Program Coordinators, Computer Maintenance Technologist	Number of trained personnel (Regional Office) on PRPWD System	Q2			
Up-to-date data in PRPWD in partnership with the LGUs, particularly PDAOs		Conducting an Exploratory Meeting with DICT on the integration of PRPWD to egov.ph app					
Included the data of persons with disabilities in the statistical data being regularly gathered/reported by PSA	Data collection	Conducting household-based surveys • 2025 National Migration Survey		Q2 2025	PSA Board Resolution 9, s. 2024	GAA - ₱90,000,000	
Year 2026							
• Launched the Comprehensive Sectoral Profile Tool • Promoted and partnered with government agencies on the institutionalization of collection and regular submission to NCDA of disaggregated data of persons with disabilities who have accessed their programs and services					DOH		
Year 2027							
Included the data of persons with disabilities in the statistical data being regularly gathered/reported by PSA					DOH		

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Year 2028							
Assessed and enhanced the PRPWD to be more responsive to the needs of its users (agencies, establishments, persons with disabilities, other stakeholders)		Evaluating PRPWD implementation			DOH		

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Thematic Program of Action 3: Increase completion of learners with disabilities from primary to tertiary, and availability of support services							
Year 2024							
Finalized the Implementing Rules and Regulations of RA 11650 and the Multi-year Roadmap for the Establishment of ILRCs Created the Inter-Agency Coordinating Council for learners with disabilities and Advisory Committee for Education of Learners with Disabilities (in accordance with RA 11650)		• Orientation on IRR - Provide TVET Scholarships to persons with disabilities (TESDA) - Provide TVET Scholarships to persons with disabilities under the agriculture sector (TESDA) • Establish Inter-Agency Coordinating Council and Advisory	Government agencies are made aware of the IRR contents and their rules and responsibilities according to their mandate in relation to RA 11650 Number of organized and regulated policies and programs for learners with disabilities with various government agencies, partner organizations, and stakeholders	Year-round (TESDA)	DepEd DSWD DILG DOLE CHED TESDA ECCD Council Congress		**Risk:** Non-completion of training after getting their allowance (TESDA) **Measures:** • Release of training support fund on a staggered basis • Develop a system to monitor persons with disabilities Effectivity of programs through Enrolled, Graduated-Assessed, and Certified (TESDA)
		Committee for learners with disabilities and partnerships with different stakeholders Convene IACC members. Convene Advisory Committee members. Conduct of Conferences, Convergences, and Showcase of Innovations (Sec. 23)					
Year 2025							
• Formulated Comprehensive Policy Frameworks and relevant resource materials for RA 11650 • Implemented programs for learners with disabilities		Conduct of Policy Development Workshops on different systems, programs, and materials relating to RA 11650 to aid in implementation	Number of policy and resource material workshops provided to government agencies and other concerned organizations and stakeholders regarding learners with disabilities	2025 onwards			
Garnered disability rights champions in Congress		Formation of linkages and conduct of visitations to various policy makers and disability rights advocates in Congress	Gain support from policy makers pushing for disability rights and support services	2025 onwards			

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
National and Local dissemination of information on the Implementing Rules and Regulation of RA 11650 and the Multi-year Roadmap		National and Local Orientation on the Implementing Rules and Regulation of RA 11650 and the Multi-year Roadmap	Percentage of completion of orientations provided to various LGUs per region Percentage of commitment from disability rights advocates and organizations by attendance				
Expanded network of advocates through partnerships with the private sector and other relevant stakeholders		Conduct of symposia for disability rights advocates and organizations	Percentage of compliance from involved government agencies and stakeholders				
Implemented RA 11650 Multi-year Roadmap, Intensive Research, Monitoring and evaluation Framework		Conduct of Strategic Planning and Resource Programming to update the RA 11650 Multi-year Roadmap Conduct of continuing research to identify the needs of learners with disabilities (Sec. 18) Conduct of field monitoring, implementation reviews and report submissions (Sec. 18)	Year-end report of research regarding the needs of learners with disabilities				
Year 2026							
Promoted conversion of SPED schools to Inclusive Learning Resource Centers (ILRC)		Consult with SPED schools regarding transition to ILRCs	Number of memoranda of understanding with SPED schools committed to transitioning to ILRCs	2024 onwards			
Developed lobbying and advocacy capabilities of grassroots organizations at the local leve		Conduct capacity-building workshops regarding lobbying and advocacy capabilities	Number of grassroots organizations per LGU given capacity-building training				
Year 2027							
Increased ILRCs in all local government units		Establishment of, or transition of, SPED Schools to ILRCs in various LGUs	• Number of established or transitioned ILRC for learners with disabilities • Percentage of learners with disabilities gaining access to primary up to tertiary level of education				

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Year 2028							
Conducted policy studies on inclusive education and other matters related to the education of learners with disabilities to support lobbying efforts with evidence-based research							

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Thematic Program of Action 4: Increase compliance of government agencies to web accessibility standards.							
Increased the conduct of web accessibility audits		• Advocate inclusivity in the development of ICT Plans • Implementing ICT programs/projects that promote inclusivity	• National ICT development agenda • Digital Skills Roadmap • WIDI Survey	Q1 and Q3 2024-2026	DICT NCDA Government Procurement Policy Board Congress	GAA	Ongoing
		Promoting accessibility to digital infrastructure and devices through identifying ICT GIDA and expanding free Wi-Fi among these areas	National Broadband Plan 2.0		DICT and other attached agencies	GAA	Ongoing
		Promoting digital literacy across marginalized sector, including persons with disabilities	Digital Skills Roadmap		DICT and other attached agencies		Ongoing
Year 2025							
• Included accessibility standards in government procurement requirements • Institutionalized an annual reporting and monitoring mechanism regarding compliance with web accessibility standards • Increased the percentage of accessible government websites from 2024		Lobbying efforts for the inclusion of accessibility standards in government procurement requirements					
Year 2026							
• Assessed the implementation of the policy and the policy itself • Increased the percentage of accessible government websites from 2025							

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Year 2027							
• Revised and enhanced the implementation to address the current needs • Increased the percentage of accessible government websites from 2026							
Year 2028							
• Continued monitoring and evaluation of the implementation • Increased the number of accessible government websites from 2027							

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Thematic Program of Action 5: Increase employment of persons with disabilities in government and private companies in compliance with RA 10524.							
Year 2024							
Increased partnerships with private employers for awareness-raising campaigns and capability enhancement trainings for the employment of persons with disabilities		Assisting agencies in developing or enhancing their EEOP Policies under the PRIME-HRM	Number of agencies assisted	Q4 (115 agencies)	NCDA DOLE CSC	GAA	• Limited number of agencies are assisted. • Not all sectors of the government will be assisted.
		Conducting of job fairs to include persons with disabilities (special lane)	• Number of job fairs conducted • Number of registered job applicants • Number of applicants hired on the spot	1,062 (year 2024) Number of persons with disabilities registered and hired on the spot	NCDA DOLE CSC		Accessible web design of agencies
		Registering of job applicants through PhilJobNet/PESO Employment Information System	• Number of job applicants registered • Number of job applicants assisted by PESOs for wage employment		NCDA CSC TESDA		
Strengthened the implementation of flexible work arrangement, with provision on PWDs, solo parents, immunocompromised, and energy saving		Issuing of policy on flexible work arrangement	Number of agencies implementing flexible work arrangement		CSC		Not all agencies will support the implementation of flexible work arrangement.

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Year 2025							
Developed mechanism for data-gathering to determine data of employed persons with disabilities in public and private employment		Maintaining/ Updating database and made available reports on: • persons with disabilities employed • type of employment	• Number of registrants and private establishments willing to hire persons with disabilities • Issue a report on the number of persons with disabilities employed (career and non-career)		DOLE CSC Integrated Records Management Office		Not all data are submitted on time.
Year 2026							
• Development of a Comprehensive Manual for Disability-Inclusive Workplaces • Partnerships with the academe for the development of courses or topics on disability-inclusive human resource practices							
Year 2027							
• Conducted a study on existing data on disability inclusion in the workplace • Conducted multi-stakeholder consultative sessions to inform policy developments on disability inclusion in the workplace					NCDA		
Year 2028							
Enhanced employer's incentives for the promotion of disability-inclusive workplaces							

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Thematic Program of Action 6: Increase the number of individuals and organizations of persons with disabilities with access to capital assistance and entrepreneurship training.							
Year 2025							
Provided capital assistance through grants or low-interest loans to qualified persons with disabilities		Identifying persons with disabilities eligible for capital assistance	Selection of persons with disabilities based on established criteria for the selection of beneficiaries qualified for grants or low-interest loans		DTI DSWD NCDA	GAA	**Risk:** Lack of data on persons with disabilities **Mitigation:** NCDA's database and collaboration with the LGUs through the PDAO

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
		Launching of livelihood assistance program	Release of grants/loans to identified and qualified persons with disability beneficiaries		DTI DSWD NGOs	GAA	
		Conducting of Entrepreneurial Capacity-Building Workshops (for possible partnership with the Local SMEs)	Workshops conducted and persons with disabilities were trained		DTI TESDA	GAA	
		Provide capital assistance through grants or low-interest loans to qualified persons with disabilities	Release of grants/loans to identified and qualified persons with disability beneficiaries		DSWD	GAA	Identification of qualified persons with disabilities
Year 2026							
Established a business hub that provides workspace, mentorship, and resources for PWD-led startups							
Provided assistive devices to qualified persons with disabilities to improve their mobility and work capabilities		Distributing assistive devices to persons with disabilities	Persons with disabilities were given assistive devices		NCDA DSWD DOH		**Mitigation:** Developed individual assessment for needs
		Researching and developing assistive devices and innovation grants	Partnership with research institutions or in-house researchers for innovative assistive devices suited for entrepreneurial work		DTI DOH NCDA		**Mitigation:** Open innovation competitions for wider participation.
Mentorship program for persons with disabilities with business to support the sustainability and growth of their businesses		Establishing of persons with disabilities' Business Hub that will provide workspace, mentorship, and resources	Open orestablish different Regional Business Hubs		DTI NCDA LGUs		**Mitigation:** Provide tax incentives for business hub conglomerates or members.
		Scaling up of mentorship program	Match specific numbers of persons with disabilities who are also entrepreneurs with experienced business mentors.		DTI LGUs Business Hub members		**Risk:** Limited mentors **Mitigation:** Partner with larger business networks and chambers.
		Provide capital assistance through grants or low-interest loans to qualified persons with disabilities.	Release of grants/loans to identified and qualified persons with disability beneficiaries		DSWD	GAA	Identification of qualified persons with disabilities

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Year 2027							
Developed and maintained a national person with disability business network to facilitate collaboration and knowledge-sharing among persons with disabilities who are also entrepreneurs.		Developing persons with disabilities business network	Create a platform (whether online or an organization) for networking, collaboration, and business development for persons with disability entrepreneurs		DTI NCDA		**Risk:** Engagement of persons with disability entrepreneurs **Mitigation:** Campaigns or call for assembly
		Provide capital assistance through grants or low-interest loans to qualified persons with disabilities.	Release of grants/loans to identified and qualified persons with disability beneficiaries		DSWD	GAA	Identification of qualified persons with disabilities
Year 2028							
		Provide capital assistance through grants or low-interest loans to qualified persons with disabilities.	Release of grants/loans to identified and qualified persons with disability beneficiaries		DSWD	GAA	Identification of qualified persons with disabilities

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Thematic Program of Action 7: Institutionalized independent living in Government Program and Policies.							
Year 2024							
	Social protection Independent living	Pilot implementation of programs for the provision of disability support allowance for children with disabilities			DSWD DILG NCDA CWC DOH UNICEF CSOs		
		Lobbying for the enactment of the bills on the provision of disability support allowance/pension to persons with disabilities		Q1 to Q4			• Proposed bill on the provision of disability support allowance is not enacted yet. • Champions from national government agencies and House of Congress are identified.
		Continued provision of disability support services, including subsidies for health, education, livelihood, and activities for daily living		Q1 to Q4	DSWD	GAA	Continued GAA allocation
		Continued provision of financial assistance (medical, burial, transportation, and cash) through Assistance to Individuals in Crisis Situation (AICS) Program		Q1 to Q4	DSWD	GAA	Continued GAA allocation

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Year 2025							
		Continued provision of disability support services, including subsidies for health, education, livelihood, and activities for daily living		Q1 to Q4	DSWD		
		Continued provision of financial assistance (medical, burial, transportation, and cash) through AICS Program		Q1 to Q4	DSWD	GAA	Continued GAA allocation
		Pilot implementation of program for the provision of disability support allowance for children with disabilities	Conduct pilot implementation		DSWD		
		Developed and enhancement of referral system	Review and assessment of existing referral systems for the identification of points of enhancement	Q4	DSWD		
		Conducted capacity-building activities and technical assistance to LGUs in the delivery of disability support services	Enhancement of delivery of services in LGU level		DSWD	GAA	
Year 2026							
		Continued provision of disability support services, including subsidies for health, education, livelihood, and activities for daily living		Q1 to Q4	DSWD		
		Continued provision of financial assistance (medical, burial, transportation, and cash) through AICS Program		Q1 to Q4	DSWD	GAA	Continued GAA allocation
		Conducted capability-building activities and technical assistance to LGUs in the delivery of disability support services	Enhancement of delivery of services in LGU level		DSWD	GAA	
Year 2027							
		Continued provision of disability support services, including subsidies for health, education, livelihood, and activities for daily living		Q1 to Q4	DSWD		
		Continued provision of financial assistance (medical, burial, transportation, and cash) through AICS Program		Q1 to Q4	DSWD	GAA	Continued GAA allocation

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
		Conducted capability-building activities and technical assistance to LGUs in the delivery of disability support services	Enhancement of delivery of services in LGU level		DSWD	GAA	
Year 2028							
		Conduct assessment of social protection programs and policies on persons with disabilities			DSWD		
		Continued provision of financial assistance (medical, burial, transportation, and cash) through AICS Program		Q1 to Q4	DSWD	GAA	Continued GAA allocation
		Conducted capability-building activities and technical assistance to LGUs in the delivery of disability support services	Enhancement of delivery of services in LGU level		DSWD	GAA	

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Thematic Program of Action 8: Increase the number of government health facilities providing rehab assessment and intervention at the provincial, city and Municipal level.							
Year 2024							
National Policy on the Institutionalization on the Categorization of Disabilities	Health	Consultation meetings and public hearing were conducted	Signed DOH Administrative Order	Q1 to Q3	DOH	₱110,000	
Manual of Operations on the Categorization of Disabilities		Workshop on the Development of MOP on the Categorization of Disabilities	Conducted ___ number of workshops Developed Manual of Operations				
Increased provision of disability support services, specifically for rehabilitation of persons with disabilities		Issuance of the guidelines on the provision of disability support services for persons with disabilities through community-based rehabilitation strategy			DSWD NCDA DILG Congress Supreme Court Philippine Judicial Academy		
Improved community-based rehabilitation services at the local level		Alternative community-based rehabilitation services training at the local health offices of units			DOH DSWD NCDA DILG Congress		
Increased the number of persons with disabilities provided with PhilHealth benefits		Strengthened lobbying efforts in Congress to support the implementation of RA 11228 (Mandatory PhilHealth Coverage for persons with disabilities)					

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Year 2025							
Increased budget for the implementation of the RA 11228		Workshop Consultative meetings	Training module developed	Q1 to Q4	PhilHealth DOH		
Increased awareness and access of women and girls, youth, and indigenous women with disabilities on reproductive health information and services		Conducted awareness-raising activities for women and girls, youth, and indigenous women with disabilities on reproductive health information and services	Informed women and girls, youth, and indigenous women with disabilities about their rights on reproductive health access to reproductive health services		DOH NCDA National Commission on Indigenous Peoples Council for the Welfare of Children National Commission of Senior Citizens		
Crafted training modules on the Categorization of Disabilities		Workshop Consultative meetings	Training module developed	Q4			
Year 2026							
Invested in habilitation, rehabilitation, and provision of assistive devices and technology		Development of more targeted programs/services per classification of disability Develop CBR guidelines			DSWD DOH		
Year 2027							
Expanded PhilHealth Benefit Packages to persons with disabilities		Consultation meetings	CBR Manuel development Adult rehab benefit		PhilHealth DOH		
Year 2028							
Additional programs and services on health for persons with disabilities		Development of programs and services on health, specifically for persons with disabilities Capacitating local bodies for the provision of proper case management and appropriate intervention for persons with disabilities	Consultation meetings		DOH		

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Thematic Program of Action 9: Increase meaningful participation of persons with disabilities in political and sociocultural spaces on an equal basis with others.							
Year 2024							
Enhanced policies on accessible polling places	VSO	Conducting Annual Strategic Planning for VSO and Commissioner-in-Charge, VS Champions and commissioner in charge	Increased vulnerable sectors registration and increase in the registration of SCs and persons with disabilities in the APP	September 2024	DSWD NCDA PSC National Commission for Culture and the Arts COMELEC Congress	₱3,000,000 NSDF	Availability of resource speakers and budget

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Increased registration of persons with disabilities as voters		Setting objectives and identify who will be the part of the Sub-Committee	Implemented the program identified by the committee	Q4	PSC NCDA		Adjust the cost of procurements to meet the approved budget.
Created a Sub-committee on National Amateur Sports Programs at NCDA		Identifying offices where persons with disabilities can utilize their abilities and thrive in work	Total number of employed persons with disabilities should increase to 5-10% by the end 2028.	Q1	Public Employment Service Office (PESO) NCDA		Possible duplication of existing function with Philippine Paralympic Committee
Increased employment of person with disabilities within the agency							Non-cooperation on the part of other agencies
Year 2025							
Higher voter turnout of persons with disabilities in the elections	VSO	Conducting info-campaign caravan for voter education and/ or conducted special voter registration for the vulnerable sectors	Continue to improve voter assistance and accessible polling places, and collaboration with persons with disabilities' advocacy groups	February 2025	COMELEC VSO-Champions	₱3,500,000	Needs of effective proper communication and collaborations
Conducted disability sensitivity trainings in Congress to facilitate stronger participation of persons with disabilities in legislative discussions		Capacity Building: Disability Awareness and Sensitivity Orientation with the VS Champions and VSO		March 2025	COMELEC VSO VSO-Champions	₱1,200,000	
Inter-agency coordination and multisectoral consultation for the development of programs, projects, and activities for the increased participation of persons with disabilities in sociocultural spaces		Preparing the rationale of amending the RA 10699					
Amended RA 10699 to equalize rewards of athletes with disabilities		Obtaining data on para-athletes' participation in sports to identify gaps to work on	Enactment of the amended RA 10699		PSC	National Sports Development Fund	• Availability of budget • Lengthy process of amendment • Difficulties in coming to terms of what programs to prioritize
Inter-agency coordination and multisectoral consultation for the development of programs, projects, and activities for the increased participation of persons with disabilities in sociocultural spaces		Coordinating with the para-athletes' NSA regarding the need for National Championship					

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Year 2026							
Assessed the accessibility and inclusivity of the 2025 elections	VSO Implemented Republic Act 10366	Upgrading the voter assistance and accessible polling places			COMELEC		
Inter-agency coordination and multisectoral consultation for the development of programs, projects, and activities for the increased participation of persons with disabilities in sociocultural spaces		• Preparing the conduct of National Championship with the concerned NSA • Preparing the conduct of targeted programs such as financial literacy, seminar on media relations, and training for coaching career	Increase participation and success of para-athletes on the international stage.		PSC PHILSPADA		
Year 2027							
Implemented identified programs, projects, and activities for the increased participation of persons with disabilities in sociocultural spaces		• Conducting National Championship with the concerned NSA • Conducting targeted programs such as financial literacy, seminar on media relations, and training for coaching career	Increase participation and success of para-athletes on the international stage.		PSC and Philspada		Difficulties in coming to terms with what programs to prioritize
Increased registration of persons with disabilities as voters	VSO Implemented RA 10366	Strengthening the public awareness campaigns, training of election personnel, and use of assistive technologies			COMELEC		
Year 2028							
Implemented identified programs, projects, and activities for the increased participation of persons with disabilities in sociocultural spaces not yet implemented in 2027		Conducting targeted programs such as financial literacy, seminar on media relations, and training for coaching career					Difficulties in coming to terms with what programs to prioritize
Higher voter turnout of persons with disabilities in the elections	VSO Implemented RA 10366	Strengthening and improving the following activities and actions of COMELEC: • Enhanced accessibility • Special voting arrangements • Voter education and information campaigns			COMELEC		

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
		• Technology and innovation • Legal and policy framewor • Collaboration and partnerships • Monitoring and evaluation					

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Thematic Program of Action 10: Mainstream disability-inclusion in all phases of Disaster Risk Reduction and Management.							
Year 2024-2025							
Participation of persons with disabilities in disaster risk reduction and management planning		Conduct of updating of the National DRRM Plan (NDRRMP) and Local DRRM Plan (LDRRMP) pursuant to RA 10121 and its IRR that includes participation of the person with disabilities			Office of Civil Defense DILG NCDA Other partner stakeholders		Inadequate representation of persons with disabilities in the national and local planning
		Conduct of Gawad Kalasag Seal Assessment of LDRRMO	Toolkit designed for Gawad Kalasag Seal Assessed LDRRMOs				
		Send free alerts on emergency alert and warning messages pursuant to RA 10639 (Free Mobile Disaster Alerts Act.			OCD		
Year 2025							
Implemented the plan, mapping of persons with disabilities in the barangay, availability of the said mapping to concern agencies							
Year 2026							
Assessed the implementation of the plan							
Year 2027							
Revised and enhanced the implementation to address the current needs							
Year 2028							
Monitored and evaluated the implementation of the plan							

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Thematic Program of Action 11: Increase access to disability support services in the justice system and provide capacity building to those working in the field of administration of justice.							
Year 2024							
Increased the capacity building of actors in the justice system	Justice	Conduct of orientation and trainings on disability for those working in the field of administration of justice, including police and prison staff	Number of capacitated personnel in the justice system (PNP, BJMP, BFP, LGUs)	Q3 to Q4	NCDA DOJ PNP DILG Congress	TBD	No budget allocation/ unprogrammed
Initial disability mainstreaming in the juvenile justice and welfare system		• Conduct of consultation meeting with NCDA and CWC • Conduct of consultation with children, preferably CICL and children with disabilities	Report/Agreements on the consultation	Q2 to Q3	JJWC National Secretariat RJJWC Secretariat Bahay Pag-Asa		Limited budget, request funding from UNICEF by 2025
Year 2025							
Sustained inter-agency network for consultation and trainings		Conduct consultative meetings for a needs analysis for courts and actors in the justice system in terms of ensuring access to justice for persons with disabilities	List of identified needs and plan of action addressing the needs		NCDA DOJ PNP DILG		
		Institutionalized disability sensitivity orientation/training and Filipino Sign Language (FSL) training for those working in the field of administration of justice, including police, prison staff, and Barangay Justice System	Issued policy/ guidelines on the conduct of FSL and disability sensitivity orientation/trainings for those working in the field of administration of justice, including police, prison staff and Barangay Justice System				
		Conduct of consultation meetings regarding CICL and children with disabilities	Policy guidelines on CICL with disabilities		NCDA DOJ PNP DILG Juvenile Justice and Welfare Council DSWD Regional Rehabilitation Center for Youth National Training School for Boys	GAA	

Thematic Performance Targets	Components	Plan of Work (Key Activities or Action Steps)	Performance Output	Target Quarter	Responsibility	Estimated Budget/ Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Year 2026							
Initial identification of a multiyear plan to address the needs of courts and actors in the justice system		Conduct of consultation meetings and workshops on the development of multiyear plan to address the needs of courts and actors in the justice system	Plan of action/ roadmap for the development of the multi multiyear				
		Analysis of disaggregated data of clients with disabilities accessing the justice system for policy development purposes	Report on the analysis and recommendation for policy development based on the analysis				
Enhanced referral system to increase the protection of girls and women with disabilities from all forms of violence and abuse		Conduct consultation meeting on enhancing the existing referral system.	Report and plan of action on the enhancement of referral system to increase the protection of girls and women with disabilities from all forms of violence and abuse				
Year 2027							
Implemented a multiyear plan as identified in 2026		Launch and kick-off of the implementation of the multiyear plan	Report on the implementation of the multi-year plan				
Year 2028							
Continued implementation and monitoring of the multiyear plan as identified in 2026		• Preparation of monitoring report of the implementation • Development of continuity plan of the multi-year plan	• Monitoring report of the implementation of the multi-year plan • Continuity plan of the multi-year plan				
		Creating targeted programs for women with disabilities, children with disabilities, youth with disabilities, elderly with disabilities, and indigenous people with disabilities					

SECTION 7: INTER-CHAPTER LINKAGES

Persons with disabilities are often subject to multiple layers of discrimination, particularly when it comes to accessing justice, economic opportunities, healthcare, and social services. Women and children with disabilities face compounded vulnerabilities, while indigenous peoples and migrant workers with disabilities often experience exclusion and limited access to support systems. Moreover, persons with disabilities are at greater risk of facing inhumane treatment, including torture and degrading practices, due to social stigma and inadequate legal protection.

These cross-cutting issues reinforce the urgent need for a human rights-based approach to disability, ensuring that policies, services, and institutions uphold the dignity, equality, and rights of all individuals with disabilities. By addressing these overlapping concerns, we can work toward building a more inclusive society where persons with disabilities are fully empowered and protected from discrimination and abuse.

MATRIX 2: INTER-CHAPTER LINKAGES

Identified Chapter	HRIAC/s	Thematic Objective	Joint Thematic Programs of Action (TPOAs)/Component/s	Accountable Agencies
Chapter 1: DOJ		TPOA 11 of Chapter 5	CSO participation to witness the justice system Develop communication channels by use of online platforms to immediately direct to the agency the HRIAC without delay. Justice delayed is justice denied. Response is immediate.	DOJ NCDA
Chapter 3: Women		TPOA 5 of Chapter 5	Employment: Tailor-made entrepreneurial capacity building for persons with disabilities, including youth and women with disabilities Conduct independent living and peer counseling trainings for women with disabilities.	DSWD Philippine Commission on Women
Chapter 4: Children		TPOA 3 of Chapter 5	Education: Better education for children with disabilities Design integration curriculum for children with disabilities. Regular students should be taught on how to respect persons with disabilities.	
Chapter 6: Indigenous People		TPOA 3 of Chapter 6	More representation of indigenous people with disabilities	NCDA NCIP

These interconnected challenges highlight systemic barriers and injustices that affect multiple vulnerable groups across different sectors of society. By identifying these cross-cutting issues, there is an opportunity to create holistic and inclusive solutions that protect human rights, promote social equity, and ensure the well-being of all marginalized populations. The shared concerns across these themes reflect the need for comprehensive reforms that uphold the dignity and rights of all individuals, particularly those who are most at risk of discrimination and abuse.

SECTION 8: LINKAGES WITH OTHER DEVELOPMENT PLANS

The chapter plan's TPOAs integrate disability inclusion into national development goals across key sectors. These promote data collection disaggregated by disability to improve policymaking. These also enhance health and social protection through tailored health insurance for persons with disabilities and support education by upgrading facilities to be inclusive and disability-sensitive. The plan also addresses accessibility by improving transport infrastructure and disaster preparedness through resilient, inclusive evacuation centers. Additionally, it promotes independent living for persons with disabilities through cash support, ensuring economic independence and inclusivity across all sectors.

MATRIX 3: LINKAGES WITH OTHER DEVELOPMENT PLANS

Thematic Objective	TPOA	Sector/s Involved	Contributions to Specific Sectors Covered by the Other Development Plans		
			SDGs	PDP	NAP-WPS, etc
Data Collection	TPOA 2		Goal 17: Collection of data that are also disaggregated by disability		
Health	TPOA 8	All cross-cutting sectors		Social Protection: Mandatory membership and exclusive package in social health insurance Improve resiliency to support health and educational outcomes.	
Education			Goal 4: Building/ Upgrading education facilities that are disability sensitive and provide non violent and inclusive and effective learning		
Accessibility	TPOA 1	All cross-cutting sectors		Expand and upgrade infrastructure: Transport facilities' inaccessibility and lack of safety features	
DRRM	TPOA 10	All cross-cutting sectors		Social protection: Establish permanent and resilient evacuation centers.	Sendai Framework: DRRM
Independent Living	TPOA 7	Persons with disabilities		Social protection: Cash support for persons with disabilities, indirect cost (disability support allowance)	

SECTION 9: COLLABORATION AMONG GOVERNMENT ORGANIZATIONS, LOCAL GOVERNMENT UNITS, PRIVATE SECTOR, AND CIVIL SOCIETY ORGANIZATIONS

Based on regional consultations for Chapter 5 of PHRP4, the NCDA gained massive support in all aspects, with government agencies, LGUs, and private sector as well as CSOs committing to support the Council in its efforts to address the continuing and emerging HRIACs relating to persons with disabilities and empower the advocacy strategies of the Council.

One area of support that stemmed from the consultations is the push to make the NCDA a commission, strengthening its mandate and scope of service toward the sector. This would allow the NCDA to reinforce certain policies and programs with stronger implementing and monitoring power on all concerned agencies and organizations regarding persons with disabilities.

MATRIX 4: COLLABORATION AMONG THE GOVERNMENT ORGANIZATIONS, LGUs, PRIVATE SECTOR, AND CSOs

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/ Action Steps)	Target Quarter	Government Branches/Agencies LGUs Involved	Civil Society Organizations Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
	TPOA 3			Autism Society of the Philippines		
	TPOA 5			Autism Society of the Philippines		
	TPOA 10			Binangonan Ondoy Solidarity Association		Support in disaster preparedness and response

Other comments and recommendations on footnote.[56]

[56]Other support and collaboration:

DR. FE V. CORPUZ, Pambansang Kapisanan ng mga May Kapansanan ng Pilipinas, Inc. (PRMKPI)

She mentioned that originally the Presidential Decree 1509 (June 11, 1978) had created the National Commission Concerning Disabled Persons (NCCDP), which later became the NCDA through Executive Order No. 232(July 22, 1987). As an executive order had made the NCDA this way, she 'prayed' that one day an executive order would make it a commission again.

LALAINE GUANZON, Mabini Movement: "Something we want to say to the president, or congress or senate..make the NCDA a commission, so that they can be detached from DSWD. Right now they're just a department under DSWD. That's not enough. They need to be stronger. There's many promises they cannot do because they do not have power, they're just under another big government office."

A representative from the National Anti-Poverty Commission (NAPC) of Region 6 declared that moving forward, the NAPC would recommend the NCDA's promotion into a national commission on disability affairs.

DR. MICHAEL ALLAN PIELAGO, President of the Mandaue City League of Persons with Disabilities, asked about the status of a commission for persons with disabilities. He said that because senior citizens had a national commission, then so should persons with disabilities.

SR. MARIBEL R. CANTOS, CP, of Passionist Sisters of St. Paul of the Cross, advocated for turning the NCDA into a national commission on disability affairs. For stronger implementation of the many disability-related laws.

MR. DANNY SABINO, KBP SARGEN/DXCP: Expressed interest to partner in terms of media to advocate the rights of persons with disabilities.

SECTION 10: CAPACITY-BUILDING PLAN FOR THE DUTY-BEARERS, NON-STATE DUTY-BEARERS, AND RIGHTS-HOLDERS OF THE 4TH PHILIPPINE HUMAN RIGHTS PLAN

Through our different sub-committees, the NCDA, in coordination with our member agencies and other partners, conducts capacity-building activities for various topics concerning persons with disabilities. This ensures the updating of information on disability sensitivity issues, and accessibility standards provided by BP 344, and other pertinent issues needed to be discussed with the stakeholders.

The Council also, through its Regional Program Coordinators, conducts capacity building based on the initial capacity gaps analysis done for both the identified duty-bearers, non-state actors (private sector), and rights-holders (marginalized, disadvantaged, and vulnerable) involved in the continuing and emerging HRIACS, identifies the different areas of knowledge and competencies that the FA/TWG/Cluster of Agencies and the CSOs/Private Sectors will need to enhance, and develops their capacities to ensure the effective implementation of the chapter plan for 2024-2028.

MATRIX 5: CAPACITY-BUILDING NEEDS OF THE FA/TWG/CLUSTER OF AGENCIES[57]

FA/TWG/CLUSTER AGENCIES	CAPACITY-BUILDING NEEDS						
	Rights-based Situation Analysis	Rights-based Role Analysis and Capacity Gaps Analysis	Applying HR Principles in Different Stages of Programs/Projects/ Activities	Applying State Obligations (Respect, Protect, and Fulfill in Programs/Projects/ Activities		Applying Normative Content and Levels of Compliance in Programs/Projects/ Activities	Rights-based Indicators Setting, Monitoring and Evaluation
Non-state Duty-bearers/Actors (Private Sector)	✓	✓	✓	✓		✓	✓
Rights-Holders: CSOs (POs, NGOs, etc.)	✓	✓	✓	✓	✓	✓	✓

Based on the above results of the capacity-building needs of the different stakeholders of PHRP4, the priorities lined up for 2024-2028 are as follows:

MATRIX 6: TARGET TRAINING PROGRAMS: 2024-2028

PHRP4 Stakeholders	Training Areas	Target Quarter: 2024-2028
FA/TWG/Cluster	Disability Sensitivity Training	2024-2028
Private Sector	Disability Sensitivity Training Access Audit Training	2024-2028
Civil Society Groups	Disability Sensitivity Training Disability Leadership training	2024-2028

[57]Identify the agencies (under duty-bearers), POs/CSOs (under rights-holders), and private sector organizations (under non-state actors), then check the corresponding capacity-building needs.

SECTION 11: PERIODIC MONITORING AND EVALUATION SYSTEM

The monitoring and evaluation system comes from the different sub-committees of the NCDA that include the member agencies, CSOs, League of Persons with Disability Affairs Offices (PDAOs), and other concerned stakeholders.

Each sub-committee convenes on a quarterly basis to discuss issues, concerns, reports, and other subjects related to the category of their sub-committee.

MATRIX 7: SEMESTRAL MONITORING AND EVALUATION OF PHRP4
THEMATIC PROGRAM OF ACTION

Period Covered: 2025-2028

Thematic Objective/ TPOA/Component/s	Performance Targets	Key Activities	Responsibility	Target Dates	Status of Implementation		
					Status	Difficulties Encountered	Remedy/ies or Action/s Taken
Thematic Objective 1:							
TPOA No. 1 Accessibility			NCDA				Sub-committee on Accessibility
TPOA No. 2 Data Collection							Sub-committee on Health
TPOA No. 3 Education							Sub-committee on Education
TPOA No. 4 Web Accessibility							Sub-committee on ICT
TPOA No. 5 Employment							Sub-committee on Employment and Livelihood
Thematic Objective 2:							
TPOA No. 6 Livelihood							Sub-committee on Employment and Livelihood
TPOA No. 7 Independent Living							Sub-committee on Auxiliary Services
TPOA No. 8: Health							Sub-committee on Health
TPOA No. 9: Political and Sociocultural Participation							Sub-committee on Amateur Sports Sub-committee on Policy Development
TPOA No. 10: DIDRRM							
TPOA No. 11: Justice							Sub-committee on Access to Justice

SECTION 12: RESOURCE MOBILIZATION PLAN

As the NCDA currently acts as secretariat, the Council's GAA budget is based on its Governing Board members' GAA, making the resource mobilization plan of the Council dependent on each board member's GAA budget plan.

In the case of LGUs, based on RA 7277, also known as the Magna Carta for Persons with Disabilities, provision of support and implementation of programs and services for persons with disabilities must be available and implemented at the local level.

The Council serves as the monitoring arm of the sector, which ensures that all the concerned agencies and LGUs provide proper resource mobilization and their budget utilized for the improvement of policies and programs for persons with disabilities.

The NCDA also acquires resource mobilization funds from partner organizations, both local and international, for research and support in various capacities, to assist in the creation of better services and programs for the sector.

BUDGET ESTIMATES AND FUND SOURCES

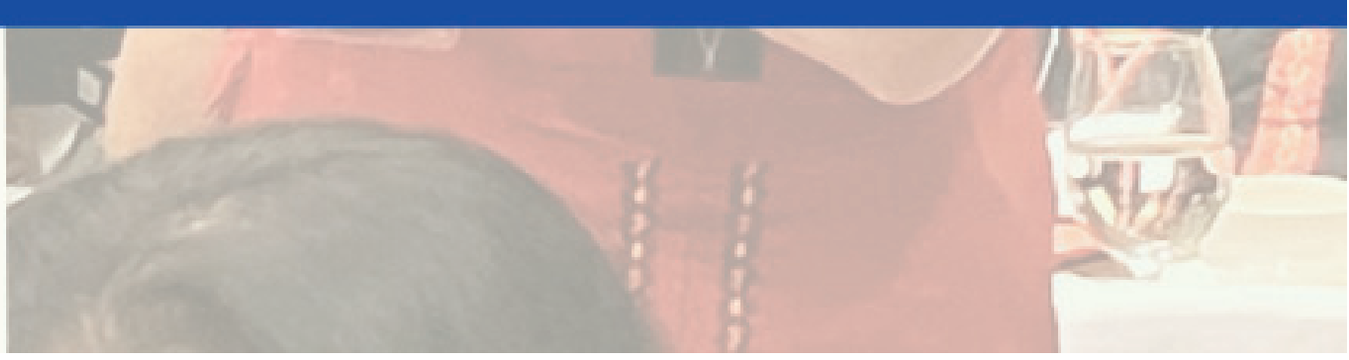
The budget estimates will be based on the GAA of NCDA Governing Board members of NCDA for CY 2025-2027.

PHRP4



EMPOWERED ICCS/ IPS AS PARTNERS FOR UNITY, PEACE, AND DEVELOPMENT

CHAPTER 6



CHAPTER 6

EMPOWERED ICCs/IPs AS PARTNERS FOR UNITY, PEACE, AND DEVELOPMENT

Introduction

The Unified, Peaceful, and Developed (UPD) – Indigenous Cultural Communities/Indigenous Peoples (ICCs/IPs) is a framework that marks a pivotal step in the State's role, through the National Commission on Indigenous Peoples (NCIP), to empower ICCs/IPs. Rooted in the four Bundles of Rights from Republic Act (RA) No. 8371 or the Indigenous Peoples Rights Act (IPRA) of 1997, this initiative seeks to cultivate unity, peace, and development among ICCs/IPs toward a vision of a New Philippines. Unity entails the collaboration of various stakeholders within the Indigenous community—including leaders, women, youth, and organizations—who are equipped to address challenges independently and engage with public and private institutions. Peace is reflected in the positive outcomes of inter-agency ancestral domain visits, which promote a culture of restorative justice among ICCs/IPs. Development focuses on integrating the concerns of ICCs/IPs into the policies and programs of national government agencies (NGAs), non-governmental organizations (NGOs), and civil society organizations (CSOs), ensuring their voices are heard in decision-making processes that affect their rights and livelihoods. By 2028, the program aims for ICCs/IPs to achieve the objectives outlined in the 8-Point Socio-Economic Agenda, the Philippine Development Plan, Ambisyon 2040, the 4th Philippine Human Rights Plan (PHRP4), and the United Nations (UN) 2030 Agenda for Sustainable Development.

Overall, the UPD-ICCs/IPs framework aims to ensure the full participation of Indigenous communities in policy development and decision-making, fostering genuine unity, peace, and development for all.

SECTION 1: ASSESSMENT OF THE 3RD PHILIPPINE HUMAN RIGHTS PLAN

The objectives focused on respecting ICCs/IPs rights to their ancestral lands, enhancing mechanisms to protect these rights, and minimizing vulnerabilities in accessing their territories. They aim to improve ICCs/IPs capabilities by recognizing customary laws and knowledge systems, promoting effective participation in decision-making, and strengthening institutional capacities. Additionally, there is emphasis on raising awareness and understanding of IP rights and culture to prevent conflict and strengthen the role of government and CSOs as duty-bearers.[58]

A. Achieved Objectives and Programs of Actions

The objectives and programs achieved include the approval of 249 CADTs[59] and the formulation of 34 ADSDPPs.[60] Capacity-building for 90 Indigenous focal persons was completed by 2022, along with disaster preparedness and management training in three vulnerable

[58] 3rd Philippine Human Rights Plan Assessment

[59] CADT means Certificate of Ancestral Domain Title.

[60] ADSDPP means Ancestral Domain Sustainable Development and Protection Plan per Republic Act 8731 and NCIP Administrative Order No. 1, s. 2018.

ancestral domain areas. Various IP education and advocacy initiatives were implemented, including assistance through the Merit-Based Scholarship and Educational Assistance Program, and Culturally Adaptive Basic Education integrating IKSPs.[61] Support was also provided to IP community schools, review classes for licensure examinations, and supplementary feeding programs for vulnerable IP school children. Additionally, IPMRs[62] were facilitated in local legislative councils, with efforts focused on IP human rights advocacy and monitoring treaty obligations. Lastly, cultural sensitivity campaigns and training were conducted, along with culturally sensitive medical and dental missions to support IP rights and welfare. Basic socioeconomic livelihood and small infrastructure projects culled out from the ADSDPPs were implemented in various ancestral domains with the end view of reducing poverty among IPs.

The key lessons learned from the achieved objectives and programs emphasize the significance of community empowerment and involvement in decision-making, as seen in the approval of CADTs and the formulation of ADSDPPs. Capacity-building for Indigenous focal persons enhances local leadership and resource management. Tailored educational initiatives that respect Indigenous knowledge systems promote academic success and cultural identity. Training in disaster preparedness equips communities to respond to environmental challenges, fostering resilience. Legislative engagement through IPs Representatives in local councils underscores the importance of political representation in protecting rights. Culturally sensitive campaigns and medical missions build trust and ensure effective service delivery. Socioeconomic projects derived from ADSDPPs highlight the need for economic empowerment to reduce poverty. The integration of education, health, and livelihood initiatives illustrates the effectiveness of holistic approaches to community challenges. Ongoing advocacy for human rights and treaty monitoring stresses the importance of accountability and continuous improvement, while collaboration among government, NGOs, and ICCs proves vital for achieving shared goals.

B. Partially Achieved Objectives and Programs of Action

The partially achieved objectives and programs were focused on enhancing the capabilities of ICCs/IPs focal persons to implement the Indigenous Peoples Culturally Responsive Socio-Economic, Agro-Technology, Ecology, and Special Services Framework (IP-CREATESSF). Efforts to strengthen IPOs[63] for the implementation of their ADSDPPs are ongoing, with a budget allocation of 1 million pesos per ADSDPP area. The action plan under the Technical Education and Skills Development Authority (TESDA-NCIP) Memorandum of Agreement is being implemented, particularly in developing curricula for ICCs/IPs skills development. Additional partially achieved initiatives include support for infrastructure projects, agro-technology development, social-entrepreneurship, sustainable tourism, and ancestral domain ecology. Documentation efforts focus on IPS, customary laws, and IKSPs to aid in policy formulation and program development. There is also support for cultural festivals, IP month celebrations, and an ancestral domains investment plan for health, alongside documenting indigenous health knowledge and practices.

The lessons learned from the partially achieved objectives and programs emphasize the ongoing efforts to enhance the capabilities of ICCs/IPs through the implementation of the IP-CREATESSF. Strengthening

[61]Indigenous Knowledge Systems and Practices as defined in NCIP Administrative Order No. 1, s. 2012

[62]IPMR means Indigenous Peoples Mandatory Representative.

[63]IPO means Indigenous Peoples Organizations.

IPOs remains a priority, supported by a budget allocation of 1 million pesos per ADSDPP area. Collaboration with TESDA through a Memorandum of Agreement aims to develop skills development curricula tailored for ICCs/IPs. Initiatives in infrastructure development, agro-technology, social entrepreneurship, sustainable tourism, and ancestral domain ecology highlight the diverse areas needing focus. Documentation of Indigenous customs and knowledge systems is crucial for effective policy formulation and program development. Additionally, support for cultural festivals, IP month celebrations, and an ancestral domains investment plan for health showcases the importance of promoting Indigenous heritage and health practices. Overall, these efforts underline the necessity for sustained investment and collaboration to achieve holistic development for Indigenous communities.

C. Unachieved Objectives and Programs of Action

In 2017, the Philippine Indigenous Peoples Ethnographic Survey (PIPES) Project has been a flagship project of the NCIP aimed to have a complete documented ethnographies of the Philippines' 110 ethnolinguistic groups, supposedly to feed onto the 2020 Philippine Census of Population and Housing. The total project cost amounted to 4.1 billion pesos with an initial fund of 207 million pesos in its first year of implementation in 2017. However, this project has faced several challenges that hindered its success. The discontinuance of its General Appropriations Act (GAA) fund in FY 2018 restricted the accomplishment of its targets, such as the conduct of the ethnographic survey, socioeconomic profiling, delineation of 25% of the on-going unfunded CADT applications, and the crafting or formulation of the 25% of the pending ADSDPP.

Worth noting is the various targets partially implemented. Many of these were observed to have been due to the lack of funding and the non-continuity of projects and change of priorities in project planning and implementation when a change in leadership occurs.

Significantly, addressing funding constraints and ensuring support are crucial in the sustainability of programs and projects toward the realization of IPs' rights. Hence, it is indeed reiterated that there is a need for a more inclusive, indigenous-centric, and well-resource-supported approach for the NCIP as a duty-bearer for the realization and fulfillment of IPs' rights.

SECTION 2: HUMAN RIGHTS-BASED SITUATION ANALYSIS AND ROLE AND CAPACITY GAPS ANALYSIS OF PHRP4 STAKEHOLDERS

A. Continuing issues on PHRP3 on International Convention on the Elimination of All Forms of Racial Discrimination implementation

Human Rights Issues and Concerns (HRIAC) No. 1: Proliferation and organization of illegitimate and non-authentic Indigenous Political Structure (IPS) and IPOs at the national and international levels.

This HRIAC puts to fore the exploitation and non-recognition of authentic – IPs recognized and respected traditional leadership and governance systems in violation of national and international laws and human rights

instruments, such as the 1987 Philippine Constitution, the IPRA, and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). Most often, indigenous issues in the context of IPs and IPO that promote IPs right to self-determination and right to development have been the source and made the platforms of various organizations, be they non-government and government organizations, to access funding and claims as legitimate representatives of indigenous communities in various discourses on indigenous issues. Such a practice undermines and further violates the basic tenet of IPs rights to self-governance and self-determination, resulting to disenfranchisement, community insecurities, conflicts, and violence.

Records show that there are 183[64] fake or illegitimate Peoples Organizations that are posing as IPOs. On the other hand, despite the issuance of the Certificates of Affirmation as to the legitimacy of the community's selection, there are 315[65] IPMRs who are yet to be seated in their local legislative councils, waiting to be recognized by their LGUs. Even still, some IPMRs were seated but are only receiving honorarium and not given funds to implement projects for their communities, defeating the purpose of the representation in the first place.

Notably, the response and call to action on this issue are varied. These include, among others, the institutionalization of the recognition and protection of traditional indigenous governance and leadership systems and peace-building mechanisms or institutions, documentation and confirmation of IPS, and the documentation of IKSPs and Customary Laws. There is also growing support for the increased representation and participation of the NCIP, as a duty-bearer, and of IPs in national and international fora concerning issues affecting their lives, welfare, and well-being.

The duty-bearers include the NCIP, Department of the Interior and Local Government (DILG), Presidential Legislative Liaison Office (PLLO), Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) counterpart agencies, both Houses of the Philippine Congress, Office for Alternative Dispute Resolution (OADR), Philippine Information Agency (PIA), Department of Information and Communications Technology (DICT), and Philippine News Agency (PNA), and LGUs, which have the obligation as partners to respect, protect, and fulfill Indigenous rights but may lack the necessary policies, programs, or resources to effectively address these issues. Non-state actors, including CSOs/NGOs and private sector entities, can play a role by advocating for Indigenous rights, providing resources, and facilitating dialogue. In response, affected communities can mobilize through grassroots organizations, engage in advocacy, and participate in local governance processes to assert their rights and influence decision-making.

HRIAC No. 2: Existing risks and threats to the integrity of indigenous decision-making processes, mandatory representations, and other mechanisms of the indigenous right to self-determination.

This issue highlights the increasing challenges faced by IPOs (the technical arm of the community) and IPMRs (the representative of the community) in the local legislative councils and decision-making bodies in playing their roles in the community and the operationalization of the IP Mutual Defense Systems and IP Governance Centers to protect their Ancestral Domains. Out of 1,528 IP Mutual Defense Systems across adjacent ancestral domains, only 144 are functional.

[64]Based on NCIP Database of Recognized IPOs as of 31 August 2024
[65]Based from the NCIP Database of IPMRs as of 31 August 2024

As a response, major activities are targeted. These are the capacity-building and training of IPs, the institutionalization of collaborative framework for the operationalization of IP Governance Center, and toward the necessary skills and operational support to manage indigenous territories.

These functions are recognized by the 1987 Philippine Constitution, IPRA, NCIP Administrative Order (AO) No. 2, s. 2012 and No. 3, s. 2018, IPs and IPO Guidelines and Revised IPMR Guidelines, respectively. Although, it is NCIP's mandate to respect, protect, and promote the rights of the ICCs/IPs, it cannot address and resolve this HRIAC alone. Through collaborative framework with the other agencies such as, but not limited to, DILG, the security sector agencies, Department of Environment and Natural Resources (DENR), National Youth Commission (NYC), Philippine Commission on Women (PCW), Department of Social Welfare and Development (DSWD), Cooperative Development Authority (CDA), PIA/PNA, it empowers the community through capacity building/training of IPOs and IPMRs, equipping them of skills needed for the upkeep and management of the IP governance centers and IP mutual assistance, and involving the IP youth and IP women. By these, this HRIAC is addressed and resolved.

Addressing this HRIAC shall contribute to the fruition of Point 7 in the 8-Point Socio-Economic Agenda of the Philippine Government, and Sustainable Development Goal Numbers 5, 10, and 16.

HRIAC No. 3: Lack of understanding and respect for the Free, Prior, and Informed Consent (FPIC) process and the ICCs/ IPs Exercise of their Priority Rights (EPR) among NGAs, private institutions/ corporations/investors and other stakeholders/partners, when engaging with ICCs/IPs

The FPIC process is the prerequisite to the right to development of IPs. As such, the awareness and understanding of every duty-bearer on this process is vital to national and international unity and development. The FPIC process is also an instrument for the empowerment of IPs and indigenous communities.

To address this HRIAC, raising awareness campaigns to all stakeholders at all levels is central to the implementation of this chapter. It also includes the enhancement of the FPIC policy; the development, publication, and dissemination of FPIC-Information, Education, and Communication (IEC) materials to include the international stakeholders; capacity-building programs; development of FPIC monitoring tools and training modules; and strengthening institutional capacity of government agencies, non-government organizations, investors, and business corporations operating nationally and internationally as duty-bearers in the promotion and protection of the rights of IPs. The coordination and collaboration, including the building of partnerships with trimedia and other platforms, is essential in addressing the issue.

HRIAC No. 4: Non-recognition of IPs as partners in - invisibility, and non-inclusion in national and local development plans

This HRIAC is focused on the challenges hindering the holistic development and sustainable management of their ancestral domains. These challenges include limited land tenure and resource access, inadequate participation in decision-making, insufficient support for development plans, and limited access to socioeconomic and cooperative programs. Indigenous communities, often marginalized and disadvantaged, are disproportionately affected by these issues, which lead to violations of their rights to self-determination, cultural heritage, and a decent standard of living.

To address this HRIAC, it is essential to include and ensure the meaningful inclusion and participation of IPs in

national and international development plans, process, and decision-making bodies; provide adequate support for the implementation of Indigenous development plans; improve access to government programs and services; and capacitate IPs in negotiating for their collective interests through the NCIP.

HRIAC No. 5: Rampant land grabbing and illegal occupation of indigenous territories, entry of illegal migrants, and illegal selling of ancestral domains

This HRIAC stems primarily from the encroachment on their ancestral domains and the violation of their associated rights. It is further caused by the non-recognition of the native title through the issuance of the CADT/Certificate of Ancestral Land Title (CALT). The ICCs/IPs are grappling with challenges such as land grabbing, limited access to resources, discrimination, and a lack of participation in decision-making processes. The government, as the primary duty-bearer, has an obligation to respect, protect, and fulfill the rights of IPs, including their right to self-determination, cultural heritage, and a decent standard of living.

However, the implementation of these obligations has been hindered by various factors, such as systemic corruption, limited resources, and cultural biases. Non-state actors, such as corporations and CSOs, also play a significant role in addressing the HRIAC. While corporations operating in Indigenous territories have a responsibility to respect human rights, their actions often contribute to the marginalization of these communities. On the other hand, CSOs have been instrumental in advocating for Indigenous rights, providing legal assistance and supporting community-based initiatives.

Importantly, addressing this HRIAC requires a concerted effort from all stakeholders, including the government, ICCs, non-state actors, and international organizations. It involves, among others, the review and harmonization of overlapping and conflicting policies, ensuring the best collective interests of indigenous peoples. It also includes the prioritization of government programs for the delineation and titling of ancestral domains and ancestral lands and the forging of inter-agency policies/agreements for non-selling and buying of ancestral domains and lands.

HRIAC No. 6: Use and abuse of human rights defenders as a ticket to exploit indigenous issues and access international financial assistance

The issue delves into reports of violations of the rights of human rights defenders based on the UN Declaration on Human Rights Defenders, Fact Sheet No. 29, and the EU Guidelines on Human Rights Defenders.

This HRIAC notes the deep concerns on the enforced disappearance and killings of the human rights defenders, particularly of the indigenous leaders.

In addressing this issue and concern, the Philippines has been actively engaging with the international partners to protect human rights defenders. There have been calls for the enactment of national law to protect human rights defenders. The legislation aims to provide a mechanism for their protection and to recognize the critical role in promoting human rights.

The State recognizes the UN Declaration on Human Rights Defenders, Fact Sheet No. 29, and the European Union (EU) Guidelines on Human Rights Defenders, regardless of your status in life, beliefs, age, or political affiliations, as long as they are working for the respect, protection, and fulfillment of human rights. While the Philippine government has established mechanisms to respond to this issue, such as Administrative Order (AO) 35 that created the Inter-Agency Committee on Extra-Legal Killings, Enforced Disappearances, Torture and Other Violation to the Rights to Life, Liberty and Security of Persons, the proposed bill continues to undergo lobbying with the

involved government sectors and CSOs to further improve the proposed bill, which includes mechanisms for the promotion and protection of human rights.

To respond to this issue, there are actions to strengthen the protection of human rights defenders by the establishment of inter-agency mechanisms and protocols, strengthening protection, and enhancing advocacy efforts for them. Promote access to justice for human rights violations by means of enhanced legal aid services for victims, strengthened victim support systems for human rights cases, and improved access to legal remedies for victims of human rights violations. Commitments to respond to this issue will also include ensuring that IPs' rights are not violated by parties using the badge of "human rights defenders" to access the goodwill that the United Nations system offers.

HRIAC No. 7: Violation of rights of displaced communities from their ancestral domains

This HRIAC centered on the violations of rights of displaced individuals or communities, and the situation of the ICCs/IPs.

The Philippines reaffirms its commitment to protecting and supporting internally displaced persons (IDPs) in accordance with national laws and international standards. Recognizing the challenges faced by those displaced due to armed conflict, natural disasters, climate change, selling of lands, land grabbing, or other emergencies, efforts are focused on providing humanitarian assistance, safeguarding their rights, and promoting durable solutions, including safe return, resettlement, and reintegration. The government works in partnership with international organizations, civil society, and affected communities to ensure that the needs of IDPs are addressed, and their dignity upheld.

There are various domestic laws and executive issuances that were passed to establish and strengthen mechanisms to address the displacement of individuals or communities, such as RA 10121 (Philippine Disaster Risk Reduction and Management Act of 2010), RA 7279 (Urban Development and Housing Act of 1992), RA 10821 (Children's Emergency Relief and Protection Act), the Guidelines on Evictions and Resettlement (Administrative Order No. 2013-0001), the Magna Carta of Women (RA 9710), and the Philippine Act of 2009 on Crimes Against International Humanitarian Law (IHL), Genocide, and Other Crimes Against Humanity, a domestic law aligned with IHL.

On the situation of asylum seekers, refugees, stateless persons, and persons at risk of statelessness — in particular, the Sama-Bajau ICCs and persons of Indonesian descent, a domestic law, such as Executive Order (EO) No. 163, series of 2022, institutionalized access to protection services for refugees, stateless persons, and asylum seekers.

In this regard, the State monitors and ensures the full protection of the rights of persons of concerns, like the ICCs/IPs to liberty and security, and freedom of movement.

The EO also provides the standards for the treatment of refugees and the access to socioeconomic services, social security benefits, gainful employment and humane working conditions, education, participation in judicial and administrative citizenship proceedings, legal assistance and access to courts, and freedom of religion.

Furthermore, to ensure that those issues and concerns will be addressed, the Government of the Philippines will: 1) establish an inter-agency mechanism to address displaced individuals/communities, which enhances the protection mechanisms for displaced individuals, improves access to essential services for displaced communities, and strengthens community resilience in displaced areas; 2) establish or strengthen data management systems that develops a centralized one,

enhance data security measures for sensitive information, and optimizes data utilization and reporting processes; and 3) conduct public awareness campaigns/ information operations/strategic communications and advocacy that will increase public awareness on human rights issues through launching of information campaigns on specific rights violation and advocating policy changes for protection of human rights.

In conclusion, the State remains committed to creating a framework that ensures accountability, justice, and respect for human rights in all displacement situations.

B. Emerging human rights issues and concerns from the concluding observations on the ICERD

These issues are identified from the priority issues or concerns raised in the concluding observations under the International Human Rights Treaties, and other UN Mechanisms requiring immediate response from the Philippine government, and then describe each with the following flow of contents:

HRIAC No. 1: The lack of systematic collection of disaggregated socioeconomic data based on self-identification hinders the evaluation of rights under the Convention for various groups, including non-citizens

This HRIAC is rooted on the lack of comprehensive and disaggregated socioeconomic data. This data deficiency hinders the ability of the government and other stakeholders to accurately assess the extent of rights violations and develop effective policies and programs to address their needs. Indigenous communities, often marginalized and disadvantaged, are disproportionately affected by this lack of data, which can perpetuate systemic discrimination and inequality.

To address this, it is essential for the Philippine government to establish a systematic method for collecting comprehensive data on ICCs, disaggregated by various demographic factors such as, but not limited to, geographic location, sex, gender, age, disability, and ethnic or national origin in consideration with the intersectionality and diversity. These data can then be used to inform policy decisions, monitor progress in addressing rights violations, and ensure that Indigenous communities have a stronger voice in shaping their own destinies.

HRIAC No. 2: Insufficient consultation with CSOs undermines human rights protection efforts

The State party must enhance dialogue with these groups, especially those combating racial discrimination, for effective reporting and follow-up. In this context, the HRIAC emphasizes the need for strengthened consultations between the government and civil society organizations (CSOs) to ensure more inclusive and responsive engagement.

These consultations are essential for ensuring that the voices of marginalized communities are heard and that their rights are protected. Despite the crucial role of civil society in promoting human rights, the Philippine government has faced challenges in establishing effective and regular dialogue with these organizations. This can lead to a lack of understanding of the issues faced by ICCs and other minority groups, as well as a failure to implement policies that address their needs. To address HRIAC 2, it is imperative for the government to establish mechanisms for regular and meaningful consultations with CSOs, particularly those working in the area of racial discrimination.

HRIAC No. 3: Lack of comprehensive legislation to protect refugees, asylum seekers, stateless persons, and other persons who are victims of racial discrimination, while enhancing data collection and strengthening civil registration in isolated and conflict-affected areas

This HRIAC gives emphasis on the challenges faced by refugees, asylum seekers, stateless persons, persons at risk of statelessness, and other persons/groups who are victims of racial discrimination. These individuals often find themselves in precarious situations, lacking legal status and protection, and vulnerable to exploitation and discrimination.

To address this, it is essential for the Philippine government to enact comprehensive legislation that protects the rights of these individuals/groups and provides them with access to fair procedures for determining their status. Primarily, the government must strengthen data collection efforts to better understand the needs of refugees, asylum seekers, and other persons/groups who are victims of racial discrimination, and ensure that local civil and birth registration mechanisms are accessible to all, particularly in isolated and conflict-affected areas.

HRIAC No. 4: Limited understanding on the role of businesses in the context of the rights of IPs to ancestral domains/ lands

This HRIAC highlights the importance of protecting the Philippine IPs against abuse even by third parties brought about by business or investments. If such abuses occur, victims have to have access to effectively remedy through judicial and non-judicial grievance mechanisms.[66]

The UN OHCHR recognizes the importance of recognizing the role of business. Businesses, as powerful actors in the economy, have a responsibility to ensure that their operations do not harm ICCs. As such, it has established its UN Guiding Principles on Business and Human Rights (UNGP) as a framework for States, businesses, civil society, and other relevant stakeholders. The dissemination and implementation of this Guiding Principles is important and urgent, especially to indigenous communities affected and covered by business activities.

Further, at the national level, there is limited understanding and implementation of the FPIC process by businesses operating within ancestral domains/lands. This failure and blatant disrespect of the FPIC lead to significant violations of ICCs/ IPs land rights, cultural heritage, and other fundamental human rights.

By understanding and implementing the FPIC process, businesses can contribute to the protection of Indigenous rights and foster sustainable development. The Philippine government also has a crucial role to play in promoting corporate social responsibility and ensuring that businesses comply with the FPIC process. Through effective regulation and enforcement, the government can hold businesses accountable for their actions and protect the rights of the ICCs/IPs.

As initial actions to this emerging issue on Business and Human Rights, the NCIP, in coordination and together with other stakeholders, has the following next steps on this concern, such as:

- establishing database and programming on violations of IPs rights related to business;
- proposing for resources and developing tools for monitoring of indigenous issues related to business and human rights;
- supporting and conduct of capacity building on business and human rights among stakeholders and IPs; and
- developing and disseminating Guiding Principles on business and human rights training modules, and printing of IEC materials and strategic communication materials.

[66]UN.org

SECTION 3: STATEMENT OF THEMATIC GOALS AND OBJECTIVES

Goal Statement – The goal of the UPD-ICCs/IPs framework is to empower ICCs/IPs by fostering unity, peace, and sustainable development, ensuring their active participation in governance and decision-making processes that affect their rights and well-being.

Objective A – By 2025, implement the PHRP4 to address 100% of the identified recurring HRIACs that need immediate attention and 100% of the remaining identified HRIACs that will be progressively addressed and resolved by the end of 2028.

Objective B – By 2028, 100% of the HRIACs emerging from the international and regional Human Rights mechanisms and other stakeholders are accomplished, subject to/in consideration of the passing of the necessary legislative measures to fulfill compliance to the concluding observations of the UN Committee on CERD.

SECTION 4: STATEMENT OF OUTCOME, INDICATORS, AND TARGETS FOR IMPROVEMENT

Outcome Statement

By the end of 2028, 75% of ancestral domain (AD)/ancestral land (AL) through their ICCs/IPs will be empowered as partners for national unity, peace, and development.

Outcome Indicators and Target Improvements

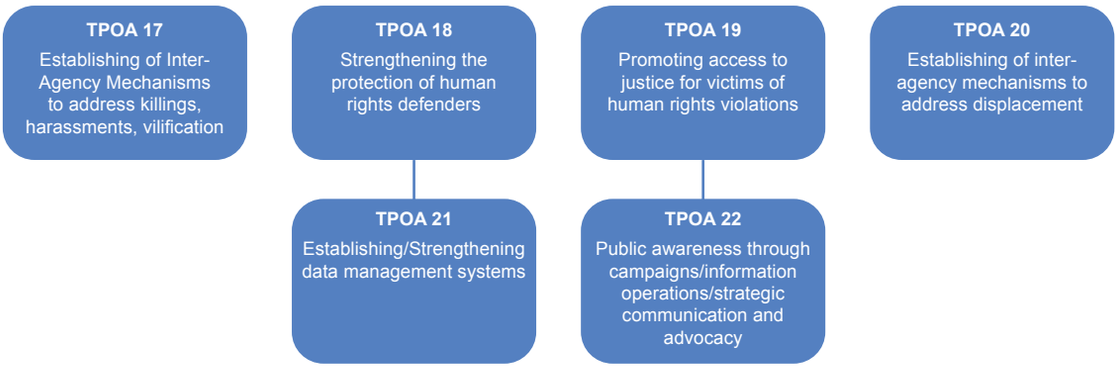
Key Indicators	Baselines	Targets for Improvement
75% Indigenous political structures engaged as partners in nation building	40%	Enhancement and Institutionalization of the FY 2022 Collaborative framework for National Unity, Peace, and Development of NCIP with 72 NGAs/ NGOs/CSOs and other partners development, implementation and evaluation of programs affecting the rights of ICCs/IPs
75% ICCs/IPs mechanisms for national peace, unity, and development institutionalized in NGAs/ NGOs/CSOs and other partners, development, implementation, and evaluation of programs affecting the rights of ICCs/IPs[67]	30%	
75% of ICCs/IPs empowerment mechanisms respected, protected, and promoted by all NGAs/ NGOs/CSOs and other partners[68]	30%	

[67]CADT/CALT – 28%/23%; IP Cooperatives – 30%; FPIC/MOA – 30%; ADSDPP – 30%; Socio-Economic Activities – 30%

[68]IPO – 30%; IP Governance Center – 17%; IP Cooperatives – 30%; IP Mutual Help – 9%; IPMRs – 63%

Figure 1 - Objective A TPOAs





Objective A: Continuing human rights issues and concerns from the PHRP3

TPOA No. 1: Recognition and protection of indigenous governance, justice systems, and peace-building institutions

Key Indicator: Number of Indigenous Governance Systems formally recognized and protected by LGUs

Baseline: Current number of IPs recognized and protected by LGUs in the Philippines

Performance Targets:

2024: Firm up database of IPs, IPO, Certificate of Confirmation (COC), LGUs w/IPs (universe included)

2025:

- Integrated datasets on IPs through AD delineation and recognition
- Integrated information system accessible by partner agencies (IPs, IPO, IPMR, COC)
- Watchlist of IPOs

2026: Opened and expanded discussions on interfaced IP governance systems toward mainstream local governance system

2027: Integrated customary laws into local governance frameworks for 50% of LGUs with IP communities (alternative dispute resolution [ADR])

2028: Developed mechanisms for the institutionalized recognition of IPs in 70% of LGUs with ICC communities

This TPOA aims to institutionalize the recognition and protection of Indigenous Governance Systems (IGS) within LGUs in the Philippines. This is a crucial step toward ensuring that IPs have a meaningful say in decisions that affect their lives and territories. Key elements of TPOA 1 include establishing a comprehensive database of ICCs, collecting data on IPs, developing an integrated information system, promoting dialogue between Indigenous Governance Structures (IGS) and LGUs, integrating customary laws into local governance frameworks, and developing mechanisms for recognizing IGS. By implementing TPOA 1, the government can contribute to empowering ICCs, protecting their land and resources, and promoting cultural heritage.

TPOA No. 2: Strengthening traditional leadership: documentation of IPs, IKSPs, customary laws

Key Indicator: Percentage of documented IKSPs and Customary Laws based on the number of confirmed IPS

Baseline: Current number of documented IPs, IKSPs, and Customary Laws

Performance Targets:

2024: Reviewed and strengthened NCIP AO 2, series of 2012

2025:

- Assessed IP leadership
- Inventoried documentations on IPs, IKSPs, Customary Laws

2026: Popularized/Mainstreamed IPs through the quad media

2027: Developed a national database for documented ICC traditions and knowledge systems

2028: Documented IPs, IKSPs, and Customary Laws of at least representative of the 101 IP groups

This TPOA involves the strengthening of the traditional leadership among ICCs in the Philippines through the documentation of IKSPs and Customary Laws. This is a crucial step toward preserving Indigenous cultural heritage and promoting self-determination. By documenting and recognizing these elements of Indigenous culture, TPOA 2 can help ensure that ICCs have a stronger voice in decision-making processes and can better protect their rights and interests. Additionally, by promoting awareness and understanding of IGS, TPOA 2 can contribute to breaking down stereotypes and fostering greater respect for IPs. Ultimately, TPOA 2 is a valuable tool for empowering Indigenous communities and building a more inclusive and equitable society.

TPOA No. 3: Conflict resolution and community reconciliation: Promote conflict resolution mechanisms that respect Indigenous customs and traditions, fostering reconciliation and unity within the community and with the NGAs/CSOs/NGOs and other private institutions/stakeholders/partners

Key Indicator: Level of community engagement in conflict resolution processes

Baseline: Current engagement metrics and conflict resolution effectiveness

Performance Targets:

2024: Harmonized the Healing and Reconciliation (H&R) Program (NCIP and OPAPRU) with DILG Transformations Program

2025: Registered Amicus Curiae

Operationalized a Joint Memorandum Circular (JMC) on H&R Program

2026: Midterm assessment of tools and strategies on conflict resolution and community reconciliation

2027: Institutionalized an exchange forum on conflict resolution and community reconciliation

2028: End-term assessment of tools and strategies on conflict resolution and community reconciliation

This TPOA emphasizes the promotion of conflict resolution mechanisms that respect Indigenous customs and traditions, fostering reconciliation and unity within Indigenous communities and with other stakeholders. This is a crucial step toward addressing conflicts and building social cohesion in areas with Indigenous populations. Key elements of TPOA 3 include harmonizing relevant programs, establishing a registry of amicus curiae, operationalizing the Joint Monitoring Committee (JMC) on the Human Rights Program, conducting conflict resolution activities, developing and implementing MERL tools, and institutionalizing an exchange forum on conflict resolution. In addressing conflicts with respect and in consideration to the cultural values of the ICC/IPs, this TPOA can contribute to peacebuilding, reconciliation, and the overall well-being of Indigenous communities.

TPOA No. 4: Capacity building and training for individual and collective empowerment on their ancestral domain rights

Key Indicator: Number of individuals and communities trained on Ancestral Domain Rights

Baseline: Current knowledge and awareness levels regarding Ancestral Domain Rights

Performance Targets:

2024:

- Developed IP Governance Center and IP Mutual Defense guidelines
- Developed a national program for IPMR capacity development

2025:

- Developed training modules on IP Governance Center operation and management, including financial management, record-keeping, and conflict resolution
- Ancestral Domain Sustainable Development Plans (ADDs) operation and community mobilization for Ancestral Domain protection

2026: Set up of strategic IPMR training academy

2027-2028: Regular consultations and assessment

This TPOA aims to strengthen the capacity of Indigenous Peoples (IPs) and their communities to fully exercise their ancestral domain rights through targeted capacity-building and training programs. Key elements of TPOA 4 include the development of guidelines for Ancestral Domain Management Offices (IP Governance Centers) and Ancestral Domain Development Sites (ADDs), the creation of a national program for Indigenous Peoples Management Resource Centers (IPMRs), the development of training modules on various Indigenous rights-related topics, the establishment of a strategic IPMR training academy, and the conduct of regular consultations and assessments. By equipping Indigenous communities with the knowledge and skills they need to protect their rights and manage their ancestral domains effectively, TPOA can contribute to empowering Indigenous peoples and promoting sustainable development.

TPOA No. 5: Institutionalization of collaborative framework for provision of specialized training on the operationalization of their IP Governance Centers and ADDS, to equip community members with the necessary skills and provide operational support and necessary resources to manage and protect their territories

Key Indicator: Percentage of community members trained in IP Governance Center and ADDS operationalization

Baseline: Current training levels and operational capacity of community members

Performance Targets:

2024:

- Scanned commitments and programs of all stakeholders to explore areas of cooperation
- Forged Memorandum of Agreement (MOA)/ Memorandum of Understanding (MOU)/Memorandum of Cooperation (MOC)

2025:

- Trained 70% of IPOs, IPMRs, and community members to serve as staff for Governance Center and ADDs operation for IP Governance Center and ADDs staff
- Revisited the Intellectual Property Office of the Philippines (IPOPHL) Joint Administrative Order (JAO) 15, s. 2016

2026:

- Secured operational support and resources for 50% of functional IP Governance Centers, focusing on equipment and supplies for resource management and monitoring

2027-2028: IP Governance Center and ADDs operationalization mutual defense and cooperation

This TPOA highlights the establishment of a collaborative framework for providing specialized training on the operationalization of Ancestral Domain Management Offices (IP Governance Centers) and ADDs. This will equip community members with the necessary skills and resources to effectively manage and protect their ancestral territories. Key elements of TPOA 5 include scanning commitments and programs of stakeholders, forging agreements, training IPOs, IPMRs, and community members, securing operational support and resources for IP Governance Centers, and promoting mutual defense and cooperation among Indigenous communities. By strengthening the capacity of IP Governance Centers and ADDs, TPOA 5 can contribute to empowering ICCs and ensuring the sustainable management of their ancestral domains.

TPOA No. 6: Community Empowerment and Participation: IP women and youth unification, capacity building, empowerment and mobilization toward inclusive and participatory decision-making processes, operation, and management of their IP Governance Center and ADDs

Key Indicator: Level of participation of IP women and youth in decision-making processes

Baseline: Current involvement and representation of IP women and youth in governance

Performance Targets:

2024: Consolidated women and youth issues on cultural and economic roles, governance, representation in the context of the Magna Carta of Women

2025: Documented IP women and youth stories

2026:

- Drafted IP women and youth agenda and program (legislative champions)
- Developed strategies among stakeholders to ensure IP women and youth participation in PAPs planning, development, implementation, monitoring, and evaluation

2027: Accounting of IP women and youth participation on leadership, cultural and economic roles, governance, representation

2028: Operationalized programs for IP women and youth (organization and partnership)

This TPOA covers the empowerment of the Indigenous women and youth by promoting their participation in decision-making processes, building their capacity, and supporting their organization and mobilization. This is a crucial step toward ensuring that ICCs have a voice in the governance of their ancestral domains and can effectively manage their resources. Key elements of TPOA 6 include consolidating issues related to Indigenous women and youth, documenting their stories, developing an agenda and program for their empowerment, developing strategies for their participation in development programs, accounting for their participation in leadership, cultural and economic roles, governance, and representation, and operationalizing programs for their empowerment. Through this, Indigenous women and youth can gain the knowledge, skills, and resources they need to participate meaningfully in decision-making processes and contribute to the development of their communities. This can lead to more inclusive and equitable governance structures, as well as greater recognition and respect for Indigenous women and youth. Additionally, by documenting the experiences and perspectives of Indigenous women and youth, TPOA 6 can help raise awareness on the challenges they face and advocate for their rights.

TPOA No. 7: Raising awareness of the IP community, NGAs, NGOs, CSOs, private institutions, entrepreneurs, investors, and other economic actors on the FPIC process vis-a-vis cultural sensitivity of ICCs/IPs decision-making processes relative to the development of their ADs/ALs

Key Indicator: Level of awareness and understanding of the FPIC process among stakeholders

Baseline: Current awareness levels of the FPIC process within the IP community and other stakeholders

Performance Targets:

2024-2025: Developed culturally appropriate information materials (e.g., brochures, infographics, video explainers) on FPIC in various formats (written, audio-visual) and languages relevant to IP communities (advertised in social media platforms and official website, partner broadcasting institutions)

2026-2027: Conducted capacity-building training/IECs/awareness programs for different target audiences for ICCs/IPs, CSOs, private institutions, entrepreneurs, and investors

2028:

- Monitored and evaluated IEC materials, developed and disseminated if needed updating, and with participation rates in awareness campaigns
- Assessed trainings conducted and evaluations from participants to update/modify modality or methods where gaps are found

This TPOA focuses on raising awareness of the FPIC process among IPs, government agencies, NGOs, CSOs, private institutions,

entrepreneurs, investors, and other economic actors. By providing training and education on the FPIC process and disseminating information materials, TPOA 7 can help ensure that the rights of ICCs are respected and that their voices are heard in decision-making processes.

TPOA No. 8: Empowering Indigenous cultural communities and Indigenous peoples in the FPIC process

Key Indicator: Level of participation and engagement of ICCs/IPs in the FPIC process

Baseline: Current understanding and application of FPIC guidelines among ICCs/IPs

Performance Targets:

2024: Enhanced the FPIC guidelines (full participation of ICCs/IPs)

2025: Enhanced ICCs/IPs' awareness and understanding of revised FPIC guidelines

2026-2027: Developed IP negotiating, monitoring, and evaluation skills of the ICCs/IPs (MOAs, Community Resources Management & Development Plan (CRMDP) arrangements), paralegal training (recognition and preparation of legal documents), and capacity-building training

2028: Assessed IPs and partners' MOAs and review of the enhanced FPIC guidelines

This emphasizes the needed empowerment of the ICCs/IPs to participate effectively in the FPIC process. By enhancing their understanding of the FPIC guidelines, developing their negotiation and monitoring skills, and providing them with the necessary support, TPOA 8 can contribute to strengthening Indigenous self-determination and ensuring that their rights are respected.

TPOA No. 9: Strengthening the institutional capacity of indigenous institutions like the NCIP to fully implement the FPIC process

Key Indicator: Effectiveness of NCIP in implementing the FPIC process

Baseline: Current capacity and performance of NCIP in FPIC implementation

Performance Targets:

2024:

- Developed and implemented training modules for NCIP staff on effective FPIC implementation.
- Trained and capacitated trainers

2025:

- Developed FPIC Monitoring and Evaluation Guidelines
- Development of monitoring of FPIC MOA Template/Tool, which should include provisions for the protection, sustainable development, and management of ADs/ALs, with specific timelines and responsibilities for all parties

2026-2027:

- Rolled out FPIC Guidelines
- Developed training modules for NCIP staff on effective FPIC implementation and conflict resolution
- Regional training for NCIP Offices and Units

2028: Initial assessment on the FPIC Monitoring Guidelines

This aims to enhance the capacity of the NCIP to effectively implement the FPIC process. By providing training to NCIP staff, developing guidelines and tools for FPIC monitoring and evaluation, and conducting regional training programs, TPOA 9 can equip NCIP with the necessary skills to ensure that the FPIC process is implemented effectively, protecting the rights of ICCs and promoting sustainable development.

TPOA 9 includes several key elements, such as developing and implementing training modules for NCIP staff, developing FPIC Monitoring and Evaluation Guidelines and a Monitoring of FPIC MOA Template/Tool, rolling out FPIC Guidelines, conducting regional training for NCIP offices and units, and conducting an initial assessment of the FPIC Monitoring Guidelines.

TPOA No. 10: Strengthening of implementation and enforcement of FPIC process

Key Indicator: Rate of compliance with FPIC processes and reduction in violations

Baseline: Current effectiveness of FPIC enforcement mechanisms and incidence of violations

Performance Targets:

2024-2025: Strengthened the capacity of NCIP field offices to effectively conduct FPIC processes

2026: Improved the effectiveness of FPIC enforcement mechanisms to address violations

2027: Increased the number of FPIC violations successfully addressed through enforcement mechanisms

2028:

- Strengthened the deterrent effect of FPIC enforcement mechanisms, leading to a decrease in FPIC violations
- Strengthening Intellectual Property Rights/ Community Intellectual Rights of ICCs/IPs

This TPOA aims to strengthen the implementation and enforcement of the FPIC process. By equipping NCIP field offices with the necessary skills, improving enforcement mechanisms, addressing FPIC violations, and strengthening the deterrent effect of enforcement, this TPOA can ensure that the FPIC process is effectively implemented, protecting the rights of ICCs. This is a progressive obligation with national coverage and requires collaboration among various stakeholders. It is closely linked to several SDGs and aligns with the UNDRIP.

TPOA No. 11: Integration of the ADSDPPs in the local development and peace and order plans at the regional levels and local government units

Key Indicator: Percentage of integration of ADSDPPs into local development and peace and order plans

Baseline: Number of ADSDPPs integrated into local development and peace and order plans

Performance Targets:

2024-2025: Reviewed and updated 80% of the ADSDPPs

2026:

- Integrated 80% of the ADSDPPs into the local development and peace and order plans at the regional levels and LGUs
- Institutionalized funders' forum for ADSDPPs

2027: Ensured allocation of sufficient resources for the implementation of ADSDPPs

2028: Monitored and evaluated the ADSDPPs formulation, implementation, and updating

This TPOA revolves around the integration of the ADSDPPs into local development and peace and order plans. This is crucial for ensuring that ICCs have a say in decisions affecting their territories. Key elements include reviewing and updating ADSDPPs, integrating them into local plans, institutionalizing a funders' forum, allocating sufficient resources, and monitoring ADSDPP implementation.

TPOA No. 12: Support the negotiation and development of MOA/MOU/MOC between ICCs, government agencies, and other stakeholders to ensure the protection and sustainable development of ADs/ALs

Key Indicator: Number of MOAs/MOUs/MOCs successfully negotiated and implemented

Baseline: Current status of existing MOAs/ MOUs/MOCs and their effectiveness

Performance Targets:

2024-2025:

- Reviewed and updated 80% of the MOUs/ MOAs/MOCs
- Developed MOUs/MOAs/MOCs monitoring tools/guidelines
- Capacity-building and mobilization of partner ICCs/IPs

2026-2028: Formulation, updating, implementation, monitoring, and evaluation of the MOUs/MOAs/MOCs

This TPOA involves the support to the negotiation and development of effective MOA/MOU/MOCs between and among the ICCs/IPs, government agencies, and other stakeholders. These agreements are crucial for ensuring the protection and sustainable development of ADs/ALs. Key targets of the TPOA include reviewing and updating existing MOAs/MOUs/MOCs, developing monitoring tools and guidelines, building the capacity of ICCs, and formulating, implementing, monitoring, and evaluating these agreements.

TPOA No. 13: Facilitate access to socio-economic programs and cooperative systems that support the holistic development of ICCs, focusing on livelihood enhancement, education, healthcare, and infrastructure development.

Key Indicator: Level of access to socioeconomic programs and services by ICCs

Baseline: Current access and effectiveness of socioeconomic programs and cooperative systems for ICCs

Performance Targets:

2024-2025:

- Reviewed and updated 80% of the socioeconomic basic services (Education and Health) programs, and cooperative systems
- Developed socioeconomic basic services (Education and Health), programs, and cooperative systems monitoring tools/guidelines
- Capacity-building and mobilization of partner ICCs/IPs

2026-2028: Formulated, updated, implemented, monitored, and evaluated of the MOUs/MOAs/MOCs (Identified ADs/ALs that are potential special economic zones)

Initiatives in this TPOA focuses on the enhancement of access to socioeconomic programs and cooperative systems for ICCs, which is essential for their participation in economic development and improving their livelihoods. This highlights the importance of reviewing and updating existing socioeconomic frameworks, developing effective monitoring tools and guidelines, and building the capacity of ICCs. Additionally, it seeks to formulate agreements that support their growth and development.

TPOA 13 operates as a progressive obligation with national coverage, necessitating collaboration among various stakeholders to ensure its effectiveness. By providing opportunities for economic participation, TPOA 13 seeks to break the cycles of poverty and discrimination that many ICCs/IPs endure.

Furthermore, it promotes sustainable development by ensuring that projects are culturally appropriate and responsive to the unique needs of these communities.

TPOA No. 14: Harmonization of overlapping policies, rules, and regulations on land titling and issuance of tenurial instruments

Key Indicator: Degree of alignment and effectiveness of land titling policies among relevant agencies

Baseline: Current status of overlapping policies and their impact on land titling and tenurial instruments

Performance Targets:

2024-2025:

- Harmonized the titling policies of DAR, DENR, and NCIP (revisitation of the gaps from the implementation of the JAO 1, s. 2012)
- Revised the JAO 1, s. 2012

2026:

- Comprehensive Stakeholders Consultation
- Signing of revised JAO and roll-out

2027-2028:

- Implemented, monitored, and evaluated the effectiveness of the harmonization efforts in reducing land grabbing and illegal occupation, if there is a decrease after the revision of the JAO
- Legislative measures

TPOA 14 focuses on the critical task of harmonizing overlapping policies, rules, and regulations concerning land titling and the issuance of tenurial instruments in the Philippines. This initiative is particularly significant in addressing rampant issues related to land grabbing and illegal occupation, which have been exacerbated by the absence of clear and coordinated policies among relevant government agencies, specifically DAR, DENR, and NCIP. The program is structured into several interconnected components that aim to fulfill specific obligations and address existing capacity gaps. This includes components like policy review, stakeholder consultations, and legislative advocacy to support a revised JAO. Compliance with TPOA 14 is structured over five years, focusing on policy harmonization and later monitoring the impacts on land disputes.

This has national and sub-national coverage, affecting regional, provincial, city/municipal, and barangay levels. Collaboration among DAR, DENR, NCIP, LGUs, and CSOs is essential for successful implementation.

TPOA No. 15: Prioritization of government programs for the delineation and titling of ADs/ALs

Key Indicator: Number of delineated and titled ADs/ALs

Baseline: Current number of ADs and ALs

Performance Targets:

2024-2025:

- Increased/Prioritized delineated ADs/ALs (focus on the conflict areas)
- Developed and finalized MOAs with key government agencies/LGUs, outlining their roles and responsibilities in supporting NCIP during the delineation process (MOAs with local and foreign entities/CSOs for delineation)

2026-2027:

- Established inter-agency TWGs and coordination mechanisms to facilitate communication, problem-solving, and information exchange
- Implementation/Operationalized MOAs

2028: Assessed implementation of MOAs and efficacy of TWGs if there is a significant increase in the delineation of ADs/ALs, and if there are still bottlenecks experience along the way

This TPOA focuses on the delineation and titling of ADs/ALs in the Philippines, aiming to prioritize government programs that support indigenous communities, particularly in conflict-affected areas. This TPOA is structured around clear performance targets, with the primary indicator being the number of delineated and titled ADs/ALs. In the first phase, covering 2024-2025, the emphasis is on increasing the delineation efforts, especially in regions with historical conflicts. This includes the development of MOAs with key government agencies and LGUs to clarify roles and responsibilities in supporting the NCIP. The second phase, spanning 2026-2027, aims to establish inter-agency TWGs to enhance coordination and communication among stakeholders, ensuring effective problem-solving and operationalizing the MOAs. By 2028, the focus will shift to assessing the implementation of these agreements and evaluating the effectiveness of the TWGs, with a goal of significantly increasing the delineation of ADs/ALs and addressing any remaining bottlenecks.

TPOA No. 16: Established inter-agency policies for non-selling and buying of ADs/ALs

Key Indicator: Number of implemented policies prohibiting the sale and purchase of ADs/ALs

Baseline: Current status of policies regarding the sale and purchase of ADs/ALs

Performance Targets:

2024-2025:

- Implemented, operationalized the PNP-NCIP MOA
- Revisited the MOA
- Revisited the AFP-NCIP MOA, to include IP desks
- Inter-agency collaboration on investigation and ligation of land grabbing/selling acts

- Established a multistakeholder task force composed of representatives from NCIP, Department of Justice (DOJ), relevant government agencies, academe, and CSOs with expertise in IP issues.
- Conducted a multistakeholder consultation on the land selling/buying

2026: Developed policies in the form of JMC/ JAO on the non-selling and buying of ADs/ALs (possible legislative measures to penalize selling/buying of ADs/ALs)

2027: Conducted roll out of the policies developed

2028: Developed IEC materials translated to IP dialects

This TPOA covers the establishment of a comprehensive inter-agency policies to prevent the selling and buying of ADs/ALs in the Philippines. The initiative involves implementing and operationalizing existing MOA between the Philippine National Police (PNP) and the NCIP, enhancing inter-agency collaboration to address issues of land grabbing and illegal selling. A multistakeholder task force will be formed, comprising representatives from government agencies, academia, and civil society to advocate for indigenous rights. In 2026, the plan includes developing JMC or JAO to impose penalties on unlawful transactions involving ADs/ALs. The roll out of these policies will occur in 2027, followed by the creation of educational materials translated into indigenous dialects in 2028 to ensure awareness and compliance among local communities.

TPOA No. 17: Establishment of inter-agency mechanisms to address killings, harassments, vilification

Key Indicator: Number of inter-agency mechanisms established and their effectiveness in addressing incidents of killings, harassment, and vilification

Baseline: Current status of incidents related to killings, harassment, and vilification, and existing mechanisms to address them

Performance Targets:

2024-2025: Legislative Measures

2026: Executive Measures:

- Creation of Inter-agency Task Forces
- EO

2027-2028: Monitoring and Evaluation

This TPOA focuses on establishing inter-agency mechanisms to address violations against human rights defenders, specifically targeting killings, harassment, and vilification. The plan spans from 2024 to 2028, with key activities divided into legislative measures, executive measures, and monitoring and evaluation phases. In 2024-2025, the focus will be on drafting and enacting laws, with the aim of finding congressional champions and lobbying for support. By 2026, the emphasis shifts to forming inter-agency task forces and drafting executive orders to formalize these collaborations. The final phase, from 2027 to 2028, will involve conducting monitoring and evaluation activities to assess the effectiveness of the established mechanisms. Performance indicators will measure the number of laws enacted, task forces formed, and the overall effectiveness of monitoring and evaluation systems, while risks include legislative challenges and coordination issues among agencies.

TPOA No. 18: Strengthening the protection of human rights defenders

Key Indicator: Number of implemented safety protocols and legal protections for human rights defenders

Baseline: Current status of protection measures and incidents affecting human rights defenders

Performance Targets:

2024-2025: Provided and implemented safety protocols for human rights defenders

2026-2027: Strengthened legal protection for human rights defenders

2028: Enhanced advocacy efforts for human rights defenders

TPOA 18 is a strategic plan aimed at strengthening the protection of human rights defenders in the Philippines from 2024 to 2028.

This is structured around three key phases: 2024 to 2025 – provision and implementation of safety protocols for human rights defenders; 2026 to 2027 – strengthening legal protections for human rights defenders; and in 2028 – enhancing advocacy efforts for human rights defenders. Activities and plans of work under this TPOA seek to create a comprehensive framework that not only ensures the safety and legal protection of human rights defenders but also fosters a supportive environment through advocacy and public engagement, ultimately promoting human rights and justice in the country.

TPOA No. 19: Promoting access to justice for victims of human rights violations

Key Indicator: Number of implemented safety protocols and legal protections for human rights defenders

Baseline: Current level of protection and safety measures for human rights defenders

Performance Targets:

2024-2025: Enhanced legal aid services for victims of human rights violations

2026-2027: Strengthened victim support systems for human rights cases

2028: Improved access to legal remedies for victims of human rights violations

This TPOA focuses on promoting access to justice for victims of human rights violations in the Philippines, spanning from 2024 to 2028. The is structured around thematic performance targets aimed at enhancing legal aid services, strengthening victim support systems, and improving access to legal remedies. For 2024-2025, there will be an establishment of legal aid clinics to enhance support for victims; for 2026-2027, a victim support program with counseling services shall be developed; and for 2028, there will be a conduct of legal awareness campaigns to improve access to legal remedies. This TPOA further aims to create a comprehensive framework for supporting victims of human rights violations, ensuring they have access to necessary legal resources and support systems.

TPOA No. 20: Establishment of inter-agency mechanisms to address displacement

Key Indicator: Number of inter-agency mechanisms established to address the needs of displaced individuals and communities

Baseline: Current status of displacement issues and existing support mechanisms for displaced individuals

Performance Targets:

2024-2025: Enhanced protection mechanisms for displaced individuals

2026: Improved access to essential services for displaced communities

2027-2028: Strengthened community resilience in displaced areas

This TPOA outlines how inter-agency mechanisms shall be established to address the needs of displaced individuals and communities in the Philippines from 2024 to 2028. Key objectives include enhancing protection mechanisms, improving access to essential services, and strengthening community resilience. Specific activities involve establishing coordination among various agencies for rapid response, developing comprehensive service delivery plans, and implementing community-based programs. This TPOA acknowledges potential challenges such as resource constraints and local resistance, emphasizing the need for effective risk mitigation strategies.

TPOA No. 21: Establishment/Strengthening data management systems

Key Indicator: Effectiveness and accessibility of the centralized data management system

Baseline: Current status of data management practices and systems in place

Performance Targets:

2024-2025: Developed a centralized data management system

2026-2027: Enhanced data security measures for sensitive information

2028: Optimized data utilization and reporting processes

This TPOA focuses on the establishment and strengthening of data management systems. The key indicator for this initiative is the effectiveness and accessibility of a centralized data management system, with a baseline assessing the current status of existing data management practices. Targets are set for the years 2024 to 2028, with goals to develop a centralized data management system, enhance data security measures for sensitive information, and optimize data utilization and reporting processes.

TPOA No. 22: Public awareness campaigns/ information operations/strategic communication and advocacy

Key Indicator: Level of public awareness and engagement on human rights issues

Baseline: Current public knowledge and perception of human rights issues

Performance Targets:

2024-2025: Increased public awareness on human rights issues

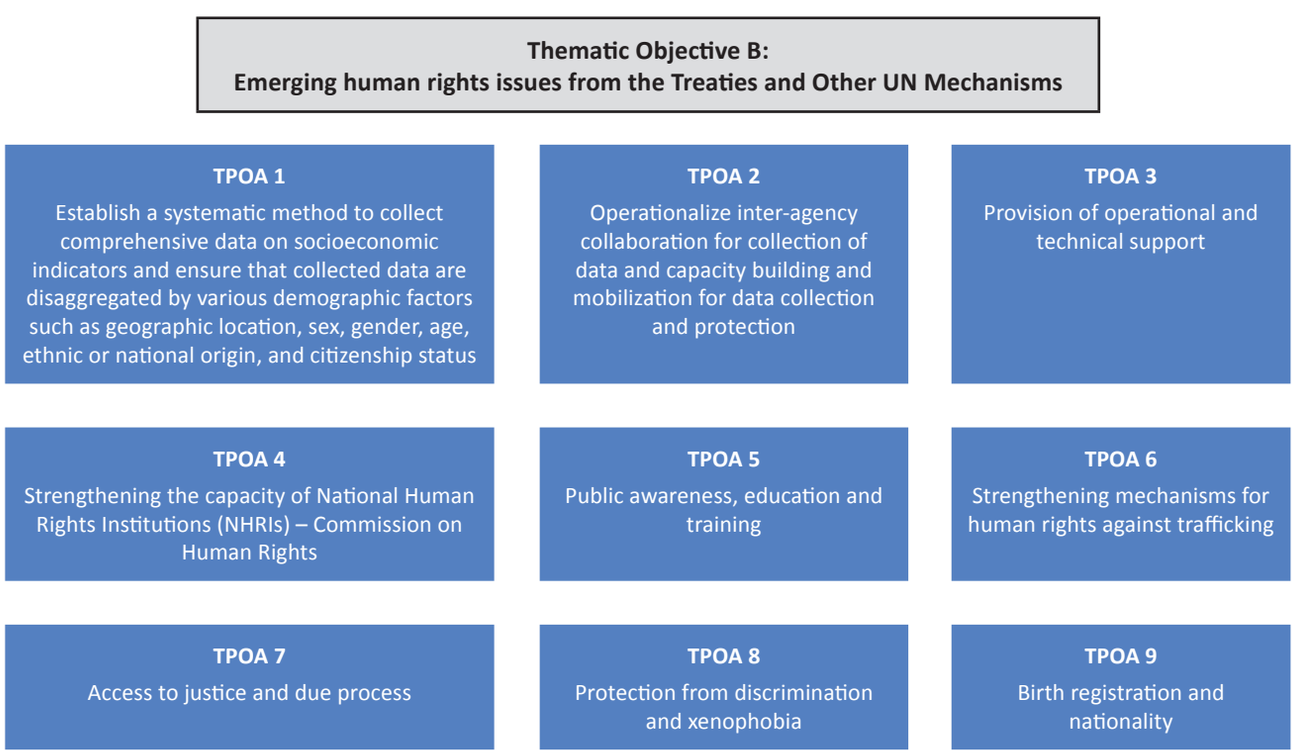
2026-2027: Launched information campaigns on specific rights violations

2028: Advocated for policy changes to protect human rights

This TPOA focuses on enhancing public awareness of human rights through a series of initiatives spanning from 2024 to 2028. The plan aims to increase awareness in the first two years, followed by launching targeted information campaigns on specific rights violations and advocating for policy changes by 2028. Key activities include conducting workshops and seminars, developing informational materials and social media campaigns, and lobbying for legislative reforms. Performance indicators will measure participation in workshops, social media engagement, and the number of policy changes implemented.

Objective B: Emerging issues from the treaties and other UN mechanisms

Figure 2 - Objective B TPOAs



TPOA 10	TPOA 11	TPOA 12	TPOA 13
Strengthen policies requiring businesses in complying to and enforcing the FPIC	Strengthen accountability mechanisms against private enterprises and government-owned and controlled corporations in cases where the FPIC has been violated	Intensify awareness-raising activities to mainstream the UNGP	Institutionalization of corporate social responsibility programs in the operationalization of businesses inside ancestral domains

TPOA No. 1: Establish a systematic method to collect comprehensive data on socioeconomic indicators and ensure that collected data are disaggregated by various demographic factors such as geographic location, sex, gender, age, ethnic or national origin, and citizenship status

Key Indicator: Percentage of socioeconomic data disaggregated by demographic factors

Baseline: 50% of data currently disaggregated

Performance Targets:

2024-2025:

- Updated existing NCIP-PSA MOA
- Employed at least 80% IP enumerators in IP communities

2026-2028: Disaggregated and analyzed data

This TPOA focuses on the establishment of a systematic method of a comprehensive data collection and the analysis of socioeconomic data on socioeconomic indicators in the Philippines. The key objectives include establishing a systematic data collection method, disaggregating data by demographic factors, and updating existing agreements. The plan spans from 2024 to 2028, with specific targets for data collection, analysis, and sharing between relevant agencies. The PSA and the NCIP are responsible for implementing the plan. The inclusion of genealogy in the 2025 Census shall be a significant milestone.

TPOA No. 2: Operationalize inter-agency collaboration for collection of data and capacity building and mobilization for data collection and protection

Key Indicator: Number of inter-agency collaborations established for data collection

Baseline: Two active collaborations

Performance Targets:

2024-2028:

- Data needs assessment (assessment of gaps during the 2020 census)
- Enhanced capacity building for enumerators
- Established Data Disaggregation Framework (outputs are essential for the compliance to the eight core treaties)
- Institutionalized and operationalized of the framework

This TPOA focuses on the enhancement of inter-agency collaboration for data collection and capacity building. Key objectives include assessing data gaps from the 2020 census, building capacity for enumerators, establishing a data disaggregation framework, developing a data-sharing scheme, and institutionalizing the framework. The plan spans from 2024 to 2028, with specific targets for each activity. The PSA and the NCIP are key agencies involved in the implementation. The framework aims to address frequent data segregation observations based on demographic factors.

TPOA No. 3: Provision of operational and technical support

Key Indicator: Number of operational support initiatives provided to enumerators

Baseline: No initiatives currently in place

Performance Targets:

2024-2028:

- Capacity building for non-IP enumerators, especially those who will be deployed in IP communities
- Secured IP communities that have conflict areas and Geographically Isolated and Disadvantaged Areas (GIDAs) during census

This TPOA is a plan for providing operational and technical support to the 2020 census in the Philippines. The plan focuses on capacity building for security personnel during the census, particularly in conflict areas and indigenous communities. The PSA, NCIP, PNP, and Armed Forces of the Philippines (AFP) are involved in the implementation. The plan aims to ensure the safety and security of census operations in vulnerable areas or GIDAs, like the ADs/ALs.

TPOA No. 4: Strengthening the capacity of National Human Rights Institutions (NHRIs) – Commission on Human Rights

Key Indicator: Number of CSO representatives involved in advisory council

Baseline: Zero representatives currently involved

Performance Targets:

2024-2025: Established an advisory council composed of CSO representatives to provide input on the CHR's strategic planning and human rights reporting process

2026-2027: Developed and implemented a joint work plan with key CSO networks on specific human rights issues

2028: Increased the participation of CHR representatives in CSO-organized human rights events and conferences

This TPOA strengthens the capacity of NHRIs in the Philippines. Key objectives include establishing an advisory council composed of CSOs, developing a joint work plan with CSOs on specific human rights issues, and increasing the participation of NHRIs in CSO-organized events. The plan spans from 2024 to 2028, with specific targets for each activity. CHR is responsible for implementing the plan. The goal is to enhance collaboration between NHRIs and CSOs in promoting human rights protection.

TPOA No. 5: Public awareness, education, and training

Key Indicator: Number of public awareness campaigns launched

Baseline: One campaign previously conducted

Performance Targets:

2024-2028:

- Launched a national public awareness campaign on the human rights reporting process and how civil society can participate
- Increased the participation of CSO representatives in government-organized human rights training programs

This TPOA thrusts public awareness, education, and training related to human rights reporting in the Philippines. Key objectives include launching a national awareness campaign, increasing the participation of CSOs in human rights training programs, and developing educational materials. The plan spans from 2024 to 2028, with specific targets for each activity. The CHR is responsible for implementing the plan. The goal is to enhance public understanding of human rights reporting and encourage civil society participation.

TPOA No. 6: Strengthening mechanisms for human rights against trafficking

Key Indicator: Number of public awareness campaigns on human trafficking

Baseline: No campaigns previously conducted

Performance Targets:

2024: Developed and disseminated public awareness campaigns on human trafficking risks and identification methods

2025: Developed and implemented a standardized victim care protocol encompassing medical, psychological, and legal assistance

2026: Increased the number of human trafficking cases investigated by law enforcement agencies

2027: Strengthened collaboration with international organizations and neighboring countries to address cross-border

2028: Encouraged and supported the participation of CSOs in anti-trafficking efforts

This TPOA strengthens the State mechanisms against human trafficking. Its objectives include conducting public awareness campaigns, developing a standardized victim care protocol, increasing investigations and convictions, and strengthening international collaboration. The plan spans from 2024 to 2028, with specific targets for each activity. The Department of Justice-Inter-Agency Council Against Trafficking (DOJ-IACAT) is responsible for implementing the plan. The goal is to enhance efforts to combat human trafficking and protect victims.

TPOA No. 7: Access to justice and due process

Key Indicator: Number of refugee protection laws enacted

Baseline: One EO in place

Performance Targets:

2024-2026: Enacted a comprehensive law on refugee protection by converting Executive Order No. 163, s. 2022 into legislation, thereby outlining fair procedures for asylum applications and status determination in accordance with international standards.

2027: Conducted capacity-building sessions for relevant government personnel, including immigration and judiciary officials, on refugee law and fair asylum procedures

2028:

- Increased the number of legal aid providers specializing in refugee and asylum law
- Established a clear system for processing asylum claims with established timeframes for decision-making

This TPOA strengthens the access to justice and due process for asylum seekers, refugees, stateless persons, and persons at risk of statelessness in the Philippines. It aims to enact a comprehensive law on refugee protection, training relevant government personnel on refugee law, increasing the number of legal aid providers specializing in refugee law, establishing a clear system for processing asylum claims, and conducting monitoring and evaluation activities. The plan spans from 2024 to 2028, with specific targets for each activity. The DOJ, Philippine Legal Resource Center (PLRC), Philippine Human Rights Committee Secretariat (PHRCS), and Congress are involved in the implementation. The goal is to ensure that these individuals have access to fair procedures and legal remedies in accordance with international standards.

TPOA No. 8: Protection from discrimination and xenophobia

Key Indicator: Number of awareness campaigns promoting tolerance

Baseline: Number of campaigns previously conducted

Performance Targets:

2024-2028:

- Launched a national awareness campaign promoting tolerance and understanding toward asylum seekers, refugees, and stateless persons
- Developed and implemented training programs for law enforcement personnel on nondiscrimination practices and the rights of asylum seekers and refugees

- Increased the number of documented cases of discrimination against asylum seekers, refugees, and stateless persons investigated by relevant authorities

This TPOA provides protection for asylum seekers, refugees, and stateless persons from discrimination and xenophobia in the Philippines. This aims to launch a national awareness campaign, develop training programs for law enforcement personnel, increase the number of documented cases of discrimination, and conduct community dialogues. The plan spans from 2024 to 2028, with specific targets for each activity. The PLRC, PHRCS, NBI, and Congress are involved in the implementation. The goal is to promote tolerance and understanding toward these individuals and ensure their protection from discrimination.

TPOA No. 9: Birth registration and nationality

Key Indicator: Percentage of birth registrations completed in conflict-affected areas

Baseline: 30% registration rate

Performance Targets:

2024-2025:

- Conducted nationwide assessment of birth registration gaps, particularly in geographically isolated and conflict-affected areas
- Launched mobile birth registration outreach programs in geographically isolated and conflict-affected areas

2026: Developed simplified birth registration procedures with reduced documentation requirements for children born to refugees and asylum seekers

2027-2028: Established a mechanism for identifying and addressing the specific needs of stateless persons and those at risk of statelessness

This TPOA focused on strengthening birth registration and nationality services in the Philippines. Key objectives include conducting nationwide assessment of birth registration gaps, launching mobile outreach programs, developing simplified birth registration procedures, establishing a mechanism to address the needs of stateless persons, and conducting data analysis. The plan spans from 2024 to 2028, with specific targets for each activity. The PSA, PNP, AFP, NCIP, DOJ, CHR, and PHRCS are involved in the implementation. The goal is to ensure that all individuals have access to birth registration and nationality services, especially those in geographically isolated and conflict-affected areas.

TPOA No. 10: Strengthen policies requiring businesses in complying to and enforcing the FPIC

Key Indicator: Number of businesses compliant with FPIC

Baseline: Percentage of current compliance rate

Performance Targets:

2024: Assisted in intensifying awareness campaigns for compliance to FPIC

2025: Developed and implemented training programs for businesses with FPIC compliance

2026: Established monitoring mechanisms for FPIC enforcement

2027: Conducted FPIC compliance audits for businesses

2028: Reviewed and enhanced FPIC policies and enforcement strategies

This TPOA emphasizes the strengthening of policies that require businesses to comply with the FPIC process for indigenous peoples' ancestral domains and lands. The plan focuses on intensifying awareness campaigns, conducting orientations for cooperatives, and

organizing activities related to the FPIC process. The CDA is responsible for implementing the plan. The plan spans from 2024 to 2028, with specific targets for each activity. The goal is to enhance understanding of the role of businesses in the context of FPIC and promote compliance with relevant policies.

TPOA No. 11: Strengthen accountability mechanisms against private enterprises and government-owned and controlled corporations in cases where the FPIC has been violated

Key Indicator: Number of accountability mechanisms strengthened

Baseline: Number of current existing mechanism

Performance Targets:

2024: Strengthened accountability mechanisms against private enterprises and government-owned and controlled corporations (GOCCs) in cases where the FPIC has been violated

2025: Enhanced enforcement strategies for FPIC violations

2026: Implemented corrective actions for FPIC breaches

2027: Strengthened penalties for noncompliance with FPIC

2028: Improved transparency in FPIC processes

This TPOA strengthens the accountability mechanisms against private enterprises and GOCCs that violate the FPIC process for IPs' ancestral domains and lands. The plan focuses on establishing mechanisms to hold accountable entities that violate FPIC, including through legal action, public shaming, and community-based sanctions. The plan spans from 2024 to 2028, with specific targets for each activity. The agency responsible for implementing the plan is not explicitly mentioned in the image. The goal is to ensure that businesses respect the rights of IPs and comply with the FPIC process.

TPOA No. 12: Intensify awareness-raising activities to mainstream the UNGP

Key Indicator: Number of stakeholders trained on UNGP

Baseline: No stakeholders trained

Performance Targets:

2024: Intensified awareness-raising activities to mainstream the UNGP

2025: Conducted training programs on UNGP for stakeholders

2026: Established a monitoring system for UNGP implementation

2027: Engaged in advocacy efforts to promote UNGP principles

2028: Evaluated the impact of awareness activities on UNGP mainstreaming

This TPOA intensifies awareness-raising activities to mainstream the UNGP in the Philippines. The plan focuses on conducting various activities to raise awareness among different stakeholders, such as businesses, government agencies, and CSOs. The plan spans from 2024 to 2028, with specific targets for each activity. The agency responsible for implementing the plan is not explicitly mentioned in the image. The goal is to promote understanding and implementation of the UNGP in the country.

TPOA No. 13: Institutionalization of corporate social responsibility programs (CSR) in the operationalization of businesses inside ancestral domains

Key Indicator: Number of CSR programs institutionalized in ancestral domains

Baseline: Programs currently in place

SECTION 6: PLAN OF WORK: 2024-2028

MATRIX 1: PLAN OF WORK 2024-2028

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **TPOA NO. 1: Recognition and Protection of Indigenous Governance Systems: Institutionalized recognition and protection of Indigenous governance systems in the local government units (Proliferation of Maharlika entities, etc.)**							
Thematic Performance Targets	**Program Components (Indicate whether national or local)**	**Plan of Work (Key Activities or Action Steps)**	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024							
Firmed up database of IPs, IPO, COC, LGUs w/ IPs (universe included)	National	Expedite creation of the information system.	Completed and operational information system	Q4	NCIP	₱2,000,000	Time for the human resource in the creation of the information system may be delayed as this is outsourced.
Year 2025							
• Integrated datasets on IPs through AD delineation and recognition • Integrated information system accessible by partner agencies (IPs, IPO, IPMR, COC) • Watch list of IPOs	National	Establishment of data management and monitoring system of Recognition and Protection of Indigenous Governance Systems violations	Operational monitoring system	Q4	NCIP	₱3,000,000	Time for the human resource in the creation of the information system may be delayed as this is outsourced.
Year 2026							
Opened and expanded discussions on interfaced IP governance systems toward mainstream local governance system	National	Drafting of legislative proposals, finding congressional champions, lobbying	Draft legislative measures sponsored in both houses of Congress.	Q2	NCIP	₱50,000	Changes in political dynamics may impact legislative progress.
		• Prioritization for Congress • Sponsoring the proposed bill			PLLO Congress	₱50,000	
Year 2027							
Integrated customary laws into local governance frameworks for 50% of LGUs with IP communities (ADR)	National	Conduct of exploratory meetings with OADR and DILG	Number of meetings conducted		NCIP OADR DILG	₱50,000	Challenges in political support
	National	Ensure data-sharing with IPS DILG, BARMM counterpart agencies	Annual provision of updated roster of IPs/ICC governance structures (names of IPs and leaders) and registered IPOs	Q4	NCIP MIPA	₱50,000	Resignation, mortality, political dynamics, etc., may result to changes that might not be factored in the list.
Year 2028							
Developed mechanisms for the institutionalized recognition of IPs in 70% of LGUs with ICC communities	National	Include IPs participation and consider customary laws during RCSPs, Joint RPOC - RDC meetings.	Percentage of increase in IPs who participated in these fora	Q4	NCIP	₱50,000	Changes in political dynamics may impact legislative progress

Thematic Objective A: Continuing Human Rights Issues and Concerns from PHRP3 **TPOA NO. 2: Strengthening Traditional Leadership: Documentation and Confirmation of IPs, IKSPs, Customary Laws**							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024							
Reviewed and strengthened NCIP Administrative Order 2, series of 2012	National	• Conduct of Gap Analysis • Enhancement of AO 2, series of 2012	Level of consultation reached in drafting the enhancement	Q4	NCIP	₱2,000,000	Different appreciation of proposed provisions
Year 2025							
Assessed IP leadership Inventoried documentations on IPs, IKSPs, Customary Laws	National	• Development, utilization, actual assessment of tools and processing of assessment results • Explore potential partners/other stakeholders for documentation - IPs, IKSPs, Customary Laws.	• Developed tools • Number of established partners to aid in IPs, IKSP, and DCL documentation	Q4	NCIP	₱500,000	Challenges in engagement with stakeholders
Year 2026							
Popularized/ mainstreamed IPs through the quad media	National	Strategic communication	Number of published strategic communications through quad media	Q2	NCIP MIPA	To be determined	Reach of published strategic communications
		• Conduct of information dissemination campaigns • Empowering confirmed • Countering misinformation and promoting unity	Number of IECs Conducted	Q1	PIA	To be determined	Reach of IECs - acceptance especially in communites with leadership conflict/struggle
Year 2027							
Developed a national database for documented ICC traditions and knowledge systems	National	Processing of IP data from confirmed IPs and those gathered/ documented through CADT/CLT delineation, ADSDPP formulation and applications for EPR	Completed processed data	Q4	NCIP	₱3,500,000	Data analysis capabilities of human resources
		• Data gathering and assisting in development of information system/ database of NCIP • Assist in securing the data-gathering (KoboToolbox and other applications) for IPs Information	Successful use of tools in data gathering	Q1	DICT		Data-gathering challenges and financial limitations
Year 2028							
Documented IPs, IKSPs, and Customary Laws of at least representative of the 101 IP groups	National	Research and databasing	Number of conducted research	Q2	NCIP	₱50,000,000	Financial and human resource limitations

Thematic Objective A: Continuing Human Rights Issues or Concerns Under the PHRP3 TPOA NO. 3: Conflict Resolution and Community Reconciliation: Promote conflict resolution mechanisms that respect Indigenous customs and traditions, fostering reconciliation, and unity within the community and with the NGAs/CSOs/NGOs other private institutions/stakeholders/partners							
Thematic Performance Targets	**Program Components (Indicate whether national or local)**	**Plan of Work (Key Activities or Action Steps)**	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024							
Harmonized the H&R Program (NCIP and OPAPRU) with DILG Transformations Program	National	Creation of the JMC (IP FRs, AO 10)	• Final list of permanent participants and alternates to ensure consistency in JMC development • Draft JMC harmonizing H&R program of NCIP and OPAPRU and DILG's Transformations Program.	Q4	NCIP OPAPRU DILG DND BARMM counterpart agencies	₱50,000,000	Harmonization is easier said than done. Acceptability among all members is the key.
Year 2025							
Operationalized JMC on HR Programs	National	Conduct of inter-agency ADs/ALs visitation and healing and reconciliation activities	Number of visitations conducted	Q4	NCIP OPAPRU DILG BARMM counterpart agencies	₱5,000,000	Human Resource/ Plantilla position for implementation and monitoring and evaluation
		Development of MERL Tools				₱1,000,000	Human resource for the development of MERL tools
Year 2026							
Midterm assessment of tools and strategies on conflict resolution and community reconciliation	National	Operationalization of monthly/quarterly inter-agency meetings	Number of inter-agency meetings (monthly and quarterly) conducted	Q4	NCIP OPAPRU DILG BARMM counterpart agencies	₱1,000,000	Availability of database and other information as well as familiarity of the tools for use in the assessment
Year 2027							
Institutionalized an exchange forum on conflict resolution and community reconciliation	National and Local	• Conduct of IP Summit, IPMR Convention • Operationalization of IP Consultative Body	Number of summits conducted		NCIP NGAs IP Communities CSOs	₱12,000,000	Human Resource/ Plantilla positions to focus on these activities
Year 2028							
End-term assessment of tools and strategies on conflict resolution and community reconciliation	National	Conduct of assessment meetings and documentation for reporting	End-term assessment conducted	Q1	NCIP OPAPRU DILG BARMM counterpart agencies	₱50,000	Availability of database and other information as well as familiarity of the tools for use in the assessment

Thematic Objective A : Continuing Human Rights Issues or Concerns Under the PHRP3 TPOA NO. 4: Capacity building and training for individual and collective empowerment on their Ancestral Domain Rights							
Thematic Performance Targets	**Program Components (Indicate whether national or local)**	**Plan of Work (Key Activities or Action Steps)**	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024							
Developed ADMO and ADDs guidelines Developed a national program for IPMR capacity development	National	Development of NGO and CSO guidelines	• Guidelines are drafted, deliberated, and promulgated. • A national program for capacity development of all IPMRs nationwide is developed and adopted nationwide.	Q4	NCIP	₱500,000	Other promulgations that might adversely affect IP representation
Year 2025							
Developed training modules on: • ADMO operation and management, including financial management, record-keeping, and conflict resolution • ADDs operation and community mobilization for AD protection	National	ADMO operations management capability development	Train 50% of functional ADMOs and ADDs on their respective roles and responsibilities.	Q4	NCIP	₱2,500,000	Specialized capability development related to ADMO may be undertaken in coordination with appropriate agencies—such as CDA, particularly if the ADMO operates as a cooperative; TESDA, especially when bookkeeping or accounting skills are needed; and other agencies suited to address specific local organizational needs
Year 2026							
Setup of strategic IPMR training academy	National	• Formulation of modules • Operationalization of Regional IPRA Academy (determination of resource speakers/ subject matter experts)	• Completed module • Number of operationalized IPRA Academy	Q1	NCIP	₱500,000	Resource limitations/ challenges and human resource
	National and Local	• Capacity development on local legislation (Local Government Academy) • IEC on IPMR burial and other benefits, and other guidelines to LGUs and IP communities	• Training programs for IPMR should be implemented by the Local Government Academy similar to the local elective officials.	Q1	DILG BARMM counterpart agencies	₱500,000	Optimizing the number of IPMR participants may be affected by issues of technology (Zoom and mobile), issues on logistics, and issues on accessibility of venue, etc.

Year 2027-2028							
Regular consultations and assessment	National and Local	• MOU at the National level • National and Local levels quarterly inter-agency meeting	MOU between concerned agencies	Every quarter	NCIP DILG BARMM counterpart agencies	₱3,000,000	Interpretation when cascaded vertically
	National	Development of interactive database (data sharing)		Q3		₱50,000	Data-sharing limitations

TPOA NO. 5: Institutionalization of collaborative framework for provision of specialized training on the operationalization of their ADMOs and ADDS, equipping community members with the necessary skills and providing operational support and necessary resources to manage and protect their territories

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2024							
Scanned commitments and programs of all stakeholders to explore areas of cooperation Forged MOAs/ MOUs/MOCs	National and Local	Sealing of commitments to the prior engagements on the collaborative framework based on IPs	MOA/MOU/MOCs	Q4	NCIP with NGAs LGUs CSOs Academe BARMM counterpart agencies	₱500,000	Reception of stakeholders
Year 2025							
• Trained 70% of IPOs, IPMRs, and community members to serve as staff for Governance Center and ADDs operation • Training and capacity building for ADMO and ADDs staff	National and Local	• Conduct of training for IPOs, IPMRs, ADMOs, ADDs, or governance processes and decision-making within IP communities • Roles and responsibilities of IPOs, IPMRs, ADMOs (on financial management, record-keeping, and conflict resolution and peace and order), and ADDs • Ancestral Domain management practices (e.g., resource management, sustainable development)	Consultations, agreements, and other LGU concerns witnessed by DILG, local government leagues, NCIP, PCW, NYC, PNP, DENR, and others, with general guidelines from DILG, NCIP, and other agencies, and implementation by LGUs.	Q4	NCIP ADDs (PNP, DENR) ADMO (CDA, NYC, PCW, DILG, DICT, LGUs, DSWD) BARMM counterpart agencies	₱50,000,000	• Human resource for implementation and follow-through pool of resource speakers for training • Conflict areas
		• Capacitate the ADMO on responding and managing forest fire to be able to develop an action plan specifically on protected and conservation areas IECs (resource speakers) on:			DENR		

		- Implementation of the national greening program and local reforestation projects; - Enhanced and responsible mineral extraction industry; - Interventions for climate change mitigation through biodiversity and ecosystems preservation, protection, and adaptation programs.					
		Train ICCs on climate change adaptation: planning, implementation, and CCC's monitoring evaluation method.			CCC		
		Capacity building for ADMO by GCEs/ LGUs (as support for construction of physical ADMO)			DPWH LGUs BARMM counterpart agencies		
Revisited the NCIP-IPOPHL JAO 15, s. 2016	National	• Implementation of RA 11961 on the cultural mapping in the jurisdiction of the LGUs • Ascertain the status of the cultural mapping of the LGUs.	• Operationalized JAO • Coordinated and IP consented cultural mapping	Q4	NCIP IPOPhil NCCA DFA	₱1,000,000	Reception of other stakeholders on the partnership
Year 2026							
Secured operational support and resources for 50% of functional ADMOs, focusing on equipment and supplies for resource management and monitoring	National and Local	Provisional support for ICT Equipment and Training, Hiring of IP Youth and Education Assistance Program (EAP) Grantees as Job Orders Contracts	ADMOs and ADDs to be included in the indicators of the Seal of Good Local Governance	Q1	NCIP LGUs CSOs DICT DOLE DILG DSWD BARMM counterpart agencies	₱20,000,000	Limitations to the support that can be provided for ICT equipment based on budgeting, accounting, and auditing rules
Year 2027-2028							
Operationalized ADMO and ADDS mutual defense and cooperation	National and Local	Specialized capacity building through modular, phased, graduated, and sustained training	Conducted specialized capacity-building training and workshops	Q1 to Q4	NCIP and LGUs BARMM counterpart agencies	₱50,000,000	• Human Resource/ Plantilla as trainers • Pool of resource speakers is required to institutionalize. • Conflict areas

TPOA NO. 6: Community Empowerment and Participation: IP Women and Youth unification, capacity building, empowerment and mobilization toward inclusive and participatory decision-making processes, operation, and management of their ADMO and ADDs							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024							
Consolidated IP women and youth issues on cultural and economic roles, governance, representation in the context of the Magna Carta of Women	National and Local	• Data collection from various stakeholders • Establishment of data management and monitoring system of IP youth and women rights violations	Data management system established and updated regularly	Every quarter	NCIP PCW NYC DSWD NEDA CSOs Academe	₱50,000,000	Data management challenges
		Continuous monitoring of complaints received thru the WCPC Helpline and WCPC Facebook page, not just IP women and youth	Number of complaints received and action taken	Every quarter	PNP WCPC-AVAWCD	GAA	Internet connectivity issues
Year 2025							
Documented IP women and youth stories	National and Local	• Raising of mainstream awareness (IECs, quad media) • Showcasing IP women and youth champions	• Number of awareness campaigns • Number of showcased IP women and youth	Q1 to Q4	NCIP PIA/PNA NYC PCW OPAPRU	₱20,000,000	Reach of campaigns
	National and Local	Undertake awareness programs on GBV, TIP, VAWC, and OSEC	Number of awareness program conducted	Q4	NCIP PNP WCPC-AVAWCD	To be determined	Natural calamities that hamper delivery of services
		Distribution of IEC materials	Number of distributed IEC materials	Every quarter			
		Initiate media engagement, radio and TV appearance, and prevention of GBV, VAWC, OSEC, and TIP activities.	Number of initiated media engagement conducted	Q4			
Year 2026							
• Drafted IP women and youth agenda and program (legislative champions) • Developed strategies among stakeholders to ensure IP women and youth participation in PAPs planning, development, implementation, monitoring, and evaluation	National	• Drafting legislative proposals, identifying congressional champions, and lobbying for support • Prioritization of the proposed bill/s	IP women and IP youth agenda proposed in the congress	Q2	NCIP PCW NYC PLLO	₱500,000	Support of the Congress
		Competency building thru cascading of PNP Child Protection Policy (Luzon-Done, Mindanao-Done, Visayas-June 10 to 14, 2024)	Number of PNP personnel trained on PNP-Child Protection Policy	Q1 to Q2	PNP WCPC-AVAWCD	To be determined	Planning constraints and funding

Year 2027							
Accounting of IP women and youth participation on leadership, cultural and economic, governance, representation	National and Local	Gather data on the participation of IP women and youth in leadership, cultural and economic activities, governance, and representation. Target Audience: • Barangay officials and staff • IP community leaders (elders, women's groups, youth groups) • LGU representatives working on IP affairs	IP women and IP youth agenda proposed in the Congress	Q2	NCIP DILG BARMM	₱500,000	Reception of LGUs to women and youth participation, and recognition of LGUs of ICCs/ IPs in their jurisdiction to allow IP women and youth participation
		IP youth organizations have been recognized, advocacy-oriented IP youth groups have been created, and IP youth representatives have been seated in local legislative and decision-making bodies at the barangay, municipal, provincial, and regional levels since the operationalization of the NCIP-NYC MOC, with data-sharing mechanisms in place	Number of PNP personnel trained on PNP-Child Protection Policy	Q1 to Q2	WCPC-AVAWCD NYC	To be determined	• Planning constraints and funding • Participation of youth in conflict-affected areas
		Unification and organization of IP women at the barangay, municipal, provincial, and regional levels, including data-sharing initiatives	Number of women and youth in leadership, cultural and economic activities, governance, and representation		PCW	To be determined	Data-gathering challenges, especially in conflict-affected areas
Year 2028							
Operationalized programs for IP women and youth organization and partnership	National	Mobilization of IP women and youth activities at all levels	Inventory IP women and youth PAPs	All year	NCIP LGUs NYC PCW OPAPRU BARMM counterpart agencies	₱5,000,000	Political support
		Counseling program and intervention for victim and respondents in relation to VAWC, GBV cases involving PNP personnel	• Number of counseling program and intervention conducted for victims and respondents • Number of activites conducted during the Women's and Children's Month Activities • Number of IP-related activities conducted	Q4	PNP WCPC-AVAWCD	To be determined	Natural calamities that hamper delivery of services

TPOA NO. 7: Raising awareness of the IP community, NGAs, NGOs, CSOs, private institutions, entrepreneurs, investors, and other economic actors on the FPIC process vis-a-vis cultural sensitivity of ICCs/IPs decision-making processes relative to the development of their ADs/ALs							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
Developed culturally appropriate information materials (e.g., brochures, infographics, video explainers) on FPIC in various formats (written, audio-visual) and languages relevant to IP communities (advertised in social media platforms and official website, partner broadcasting institutions)	National and Local	Creation and publication of IEC materials on the FPIC process through social media platforms	IEC materials developed and published	2024-2025	NCIP	₱3,000,000	Reach of the IEC materials published
		• Counteract misinformation regarding projects with pending Certification Precondition applications within ancestral domains • Production of AVPs regarding major projects within ancestral domains	Number of advisories published Number of AVPs published	2025	NCIP PIA		Reach of the AVPs and advisories
		Translation of materials to IP languages	Number of translated materials	Upon request	KWF		Delay in translation
		Establishment of data management and monitoring system of FPIC process violations	Number of FPIC process violations recorded in the database	2024-2025	NCIP	₱500,000	Time and human resource to manage the data and to program the information system
Year 2026-2027							
Conducted capacity building training/ IECs/awareness programs for different target audiences for ICCs/IPs, CSOs, private institutions entrepreneurs, and investors	National and Local	Conduct trainings	Number of trainees	Q1 to Q4, 2025	NCIP CSOs	₱50,000,000	• Reluctance of stakeholders, adverse perception relative to FPIC • Conduct of activities in conflict-affected areas
Year 2028							
• Monitored and evaluated IEC materials developed and disseminated if needed updating, participation rates in awareness campaigns	National and Local	Conduct a review of the IEC materials.	Number of IEC materials reviewed	Q3 to Q4	NCIP PIA	To be determined	Human resource/ Plantilla positions constraints

• Assessed trainings conducted and evaluations from participants to update/modify modality or methods where gaps are found		Pre-test the materials with a small sample group from the target audience to gather feedback.	Percentage of positive and negative feedback				
		Track the distribution of IEC materials, number of views, etc.	Number of media forms where IECs published were tracked				

TPOA NO. 8: Empowering Indigenous Cultural Communities and Indigenous Peoples in the FPIC Process							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2024							
Enhanced FPIC guidelines (full participation of ICCs/ IPs)		Conduct of stakeholders forum	Increased participation of ICCs/IPs in the forum	Q1 to Q4	NCIP	GAA	• Lack of stakeholder engagement • Regular communication and outreach efforts
Year 2025							
Enhanced ICCs/ IPs' awareness and understanding of revised FPIC guidelines		Conduct of IECs/ information drive	Increased knowledge and understanding among ICCs/IPs	Q1 to Q4	NCIP	GAA	• Limited resources for information dissemination • Utilize social media and community networks.
Year 2026-2027							
Developed IP negotiating, monitoring and evaluation skills of the ICCs/IPs (MOAs, CRMDP arrangements), paralegal training (recognition and preparation of legal documents), capacity-building training	National and Local	• Development of Training Module in partnership with NGAs/ NGOs/CSOs • Technical roll out/IEC for the inclusion of the ICCs/IPs as host beneficiary, including the identification of host IPO, under the DOE's Benefits to Host Communities Program	Improved negotiation and monitoring skills among ICCs/IPs	Q1 to Q4	NCIP	₱3,000,000	• Resistance to change • Provide continuous support and training.
Year 2028							
Assessed MOAs by IPs and partners and reviewed the enhanced FPIC guidelines	National	Conduct of assessment forum with different stakeholders	Effective feedback and recommendations from stakeholders	Q1 to Q4	NCIP	₱500,000	• Lack of stakeholder buy-in • Engage in dialogue and address concerns.

TPOA NO. 9: Strengthening the institutional capacity of indigenous institutions like the NCIP to fully implement the FPIC process							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024							
• Developed and implemented training modules for NCIP staff on effective FPIC implementation • Trainers' training		• Module formulation • Conduct of trained and capacitated trainers	Increased knowledge and skills among NCIP staff	Q1 to Q4	NCIP		• Lack of training resources • Seek external training support
Year 2025							
• Developed FPIC Monitoring and evaluation Guidelines • Development of Monitoring of FPIC MOA Template/ Tool, which should include provisions for the protection, sustainable development, and management of ADs/ALs, with specific timelines and responsibilities for all parties		• Drafting of the enhanced FPIC MOA M&E • Crafting of the FPIC MOA template/tool	Trained and capacitated trainers for FPIC monitoring and evaluation	Q1 to Q4	NCIP		• Limited trainer availability • Identify and train additional trainers.
Year 2026-2027							
• Rolled out FPIC Guidelines • Developed training modules for NCIP staff on effective FPIC implementation and conflict resolution • Trained Regional NCIP Offices and Units	National and Local	• Conduct of IECs/ information drive to IP communities, with NCIP as implementing agency, and to all NGAs, NGOs/CSOs, private institutions, other stakeholders • Conduct of technical roll out/training to NCIP Regional Offices and Units StatComm/ Advocom	Completion of MOA template/ tool with timelines and responsibilities	Q1 to Q4	NCIP DILG PIA/PNA BARMM counterpart agencies	₱5,000,000	• Complexity in MOA drafting • Provide legal support and guidance.
Year 2028							
Initial assessment on the FPIC Monitoring Guidelines	National	Conduct of Gap Analysis, processing of feedbacks, etc.	Increased awareness among stakeholders on FPIC guidelines	Q1 to Q4	NCIP DILG NGO/CSO Other stakeholders Academe IP Community BARMM counterpart agencies	₱500,000	• Resistance to change • Engage stakeholders in dialogue.

TPOA NO. 10: Strengthening of implementation and enforcement of FPIC process							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
Strengthened the capacity of NCIP field offices to effectively conduct FPIC processes	National and Local	• Conduct capability-building workshops for NCIP field staff on FPIC implementation and enforcement. • Develop and provide technical assistance tools for NCIP field offices.	Number of NCIP staff trained on FPIC	Q1 to Q2	NCIP	₱1,000,000	Capacity builiding shall depend on the approval of the enhanced FPIC guidelines.
Year 2026							
Improved effectiveness of FPIC enforcement mechanisms to address violations	National and Local	• Develop clear procedures for investigating and addressing FPIC violations. • Strengthen collaboration with law enforcement agencies for FPIC enforcement.	• Number of procedures for FPIC enforcement developed • Number of collaborations established with law enforcement agencies	Q2	NCIP	₱500,000	• Lack of legal framework for FPIC enforcement • Difficulty securing cooperation from law enforcement agencies
Year 2027							
Increased number of FPIC violations successfully addressed through enforcement mechanisms	National and Local	• Conduct investigations into alleged FPIC violations. • Issuance of Cease-and-Desist Orders for all entities operating within ancestral domain/land without FPIC • Impose appropriate sanctions on entities found to have violated FPIC procedures.	• Number of investigations conducted • Number of sanctions imposed for FPIC violations	Q4	NCIP PNP LGU	₱500,000	• Insufficient evidence for investigations • Difficulty in imposing sanctions due to legal challenges
Year 2028							
Strengthened deterrent effect of FPIC enforcement mechanisms, leading to a decrease in FPIC violations	National and Local	• Conduct public awareness campaigns on FPIC enforcement mechanisms and consequences of violations. • Develop a registry of entities sanctioned for FPIC violations.	• Increased public awareness on FPIC enforcement • Functional registry of sanctioned entities	Q1 and Q3	NCIP	₱500,000	• Limited resources for public awareness campaigns • Difficulty maintaining an updated registry

Strengthened Intellectual Property Rights/ Community Intellectual Rights of ICCs/IPs					CHR		

TPOA NO. 11: Integration of the ADSDPPs in the local development and peace and order plans at the regional levels and local government units							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
Reviewed and updated 80% of the ADSDPPs	Local	Establishment of data management and monitoring systems on ADSDPP formulation violations	Number of ADSDPPs reviewed and updated	Q1 to Q4	NCIP	GAA	• Lack of data availability • Improve data collection processes.
Year 2026							
Integrated 80% of the ADSDPPs into the local development and peace and order plans at the regional levels and local government units	Local	Integration of ADSDPP indicators in the SGLG	Number of ADSDPPs integrated in the FLUPs and CLUPs	Q1 to Q4	DILG NEDA (RDCs) LGUs DENR NCIP	₱1,000,000	Approval of DILG on this and resistance from the LGUs
Institutionalized funders' forum for ADSDPPs	National	Number of ADSDPPs integrated in the FLUPs and CLUPs					
Year 2027							
Ensured allocation of sufficient resources for the implementation of ADSDPPs	National and Local	IPMRs/IPOs presentation of ADSDPPs in R/P/M/C/B Development Council Meetings	Establishment of funders' forum	Q1 to Q4	DILG NEDA (RDCs) LGUs	₱10,000,000	Support from LGUs and other stakeholders
Year 2028							
Monitored and evaluated the ADSDPPs formulation, implementation, and updating	National and Local	Conduct of monitoring and evaluation (M&E) activities	Number of M&E conducted	Q1 to Q4	NCIP and different stakeholders	₱500,000	Lack of funding support

TPOA NO. 12: Challenges hindering the holistic development and sustainable management of Indigenous communities' ancestral domains. These challenges affect the formulation of ICCs/IPs of their ADSDPPs, MOA/MOU/MOCs for the protection and development of their ADs/ALs, and access to and/or availability of Socio-Economic and Cooperative programs							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
Reviewed and updated 80% of the MOUs/ MOAs/MOCs Developed MOUs/ MOAs/MOCs monitoring tools/ guidelines	National and Local	• TESDA Scholarship Programs Under the Rice Extension Services Program and Coconut Farmers Scholarship Program	• Number of IP communities with climate-resilient community agri-fishery enterprises • Number of IP communities trained for	• For verification/ confirmation as to the target 2,500 beneficiaries per quarter • The DTI provides comprehensive year-round	Provide free skills training under the Agriculture/ Fishery Sector. (TESDA) Provide entrepreneurial training for the IPs. (DTI)	₱51,000,000/ RCEF and Coconut Farmers and Industry Development Plan (TESDA) GAA (DTI)	• Institutionalization of financial support • Changes in leadership and administration priorities for the continuation of partnerships

Capacity building and mobilization of partner ICCs/ IPs		• Improved food security through enhanced food production • Identified ADs/ ALs that are potential special economic zones for resource processing and manufacturing • Protection and promotion of arts and culture • Development of ecotourism destinations through cultural tourism and the creation of cultural highways • Interventions for climate change mitigation through biodiversity and ecosystems preservation, protection, and adaptation programs • Improved logistical chains through development of infrastructure and road networks between provinces and regions • Sustainable and responsible plantation industries (banana, pineapple) and agro-industries to boost local agricultural economies • Establishment of data management and monitoring system on ICCs/IPs to socioeconomic and cultural rights violations	agro-industries and Good Agricultural Practices • Number of IPs enrolled and graduated under Agriculture/ Fishery sector • Number of IPs who availed entrepreneurial trainings • Number of IPs who availed of the DTI Shared Service Facilities (SSF)	training through well-established programs, each supported by approved budgets.	Provide access to the DTI Shared Service Facilities (SSF). (DTI) Provide Agricultural - Fisheries trainings to IP Communities. (DA) Provide access to finance through the Agricultural Credit Policy Council of DA. NCIP PEZA DOT DSWD DILG DepEd		
Year 2026-2028							
Formulated, updated, implemented, monitored, and evaluated the MOUs/ MOAs/MOCs	National and Local	• The NCIP and PEZA shall conduct information and education campaigns with interested and qualified communities as to what economic zones are, their benefits/	• Number of endorsed ancestral domains/lands to NCIP for the issuance of the required FPIC and Certification Precondition (CP)	Q2 of 2026 (every semester thereafter)	To ensure continuous cooperation with NCIP in the identification, creation, development, implementation, and operation of ancestral domain lands as special economic zones	₱500,000	No assurance of investment in the identified IP ancestral domains/lands

		advantages, kinds/types of economic zones, the processes and requirements for declaration as such, and the like. • Promote the identified ancestral domain/ lands to possible/ prospective developers/ investors. • Assist developers in terms of development of the ecozones through Joint Venture or Public Private Partnership (PPP) or any other form of development agreement.	• Number of identified IP ancestral domains/land for ecozones development • Number of developers/ locators assisted		NCIP TESDA DA PEZA DTI DOT DSWD DILG DepEd		

TPOA NO. 13: Facilitate access to socioeconomic programs and cooperative systems that support the holistic development of Indigenous communities, focusing on livelihood enhancement, education, healthcare, and infrastructure development

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
• Reviewed and updated 80% of the socio-economic, basic services (Education and Health) programs and cooperative systems • Developed socio-economic, basic services (Education and Health) programs and cooperative systems monitoring tools/ guidelines • Capacity building and mobilization of partner ICCs/IPs	National and Local	• Assist in the organization of cooperatives. • Provision of capacity building/skills training (Marketing) • Facilitate the access to other trainings under different agencies. • Offering for Senior High School subjects on weaving, brass cutting, organic farming, eco-tourism, other avenues for culture-based tourism that can interact with the local community cooperatives • TWG for IPEd implementation • IPRA Rights-based Education framework of DepEd • Provision for Midwifery and Medicine • Establishment of data management and monitoring system on ICCs/IPs rights to cooperative and basic services violations	• Number of IPs enrolled and graduates to TVET programs (TESDA) • Number of cooperatives organized/ registered • Number of mandatory cooperative trainings conducted • Number of technical assistance provided to IP cooperatives and prospective cooperatives	For verification/ confirmation as to the target (CDA) 7,500 beneficiaries per quarter (TESDA)	Provide free pre-registration seminar. Provide free training on Fundamentals of Cooperatives and Governance and Management of Cooperatives. Provide technical assistance to prospective cooperatives. Provide free skills training (TESDA). Provide free assessment and certification (TESDA). NCIP DSWD DepEd DOH TESDA CDA DPWH	₱154,000,000 / GAA (TESDA)	Continuous monitoring, from enrolment, assessment and certification, to employment. This would highlight issues such as drop-out rates and employment rates. (TESDA)

Year 2026-2028							
Formulated, updated, implemented, monitored, and evaluated the MOUs/MOAs/ MOCs (identified Ancestral Domains/Lands that are potential special economic zones)	National and Local	• Strengthening partnership between CDA, PEZA, NCIP in relation to the development of IP cooperatives • Provide training to IP cooperative beneficiaries in collaboration with partner agencies. • Assist in the establishing of linkages/network with other organizations/ institutions.	Partnership forged Number of IP cooperative beneficiaries	For verification/ confirmation as to the target (CDA)	NCIP DSWD DepEd DOH TESDA CDA DPWH	₱100,000	Changes in leadership and agency priorities of stakeholders for the continuity of partnership

TPOA NO. 14: Harmonization of overlapping policies, rules, and regulations on land titling and issuance of tenurial instruments.							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
Harmonized the titling policies of DAR, DENR, and NCIP (revisitation of the gaps from the implementation of the JAO 1, s. 2012) Revised the JAO 1, s. 2012	National	• Conduct of inter-agency forums, writeshops • To harmonize and have a unified land titling policies of the agencies and reduce conflicts and legal disputes over land titling	Conduct seven inter-agency writeshop/ workshop by Q4 of 2025	Q4 of 2025	DAR DENR NCIP LRA DOJ	₱1,000,000	Subject to approval of Congress or availability of a development partner
			Manual on Unified Land Titling Policies		DAR DENR NCIP LRA DOJ	₱1,000,000	
Year 2026							
• Comprehensive Stakeholders Consultation • Signing of revised JAO and roll out	National	Conduct of Feedback Forum and multistakeholder consultation	• Achieve at least 80% stakeholder attendance rate in each scheduled consultation meeting. • Achieve a stakeholder satisfaction rate of 75% or higher on the consultation process. • Document all feedback received and systematically integrate into a final joint administrative order by Q3 of 2026. • Ensure that 95% of stakeholders understand the changes and support the JAO.	Q3 of 2026	To ensure a thorough and transparent stakeholder consultation process, fostering broad-based support and effective implementation of the revised JAO DAR DENR NCIP LRA DOJ	₱5,000,000 ₱5,000,000	

Year 2027-2028							
Implemented, monitored, and evaluated the effectiveness of the harmonization efforts in reducing land grabbing and illegal occupation, if there is a decrease after the revision of the JAO Legislative measures	National	• Conduct M&E activities • Drafting of legislative proposals, finding congressional champions, lobbying	• Increase the resolution rate of existing land grabbing and illegal occupation cases by 30% within two years of implementing the new policies. • Achieve a reduction of at least 20% reported cases of land grabbing and illegal occupation by the end of the first year following the implementation of the revised JAO.	Q4 of 2028	DAR DENR NCIP LRA DOJ PLLO Congress	₱1,000,000	Support from the House of Representatives and Senate and other stakeholders

TPOA NO. 15: Prioritization of government programs for the delineation and titling of Ancetral Domains/Ancestral Lands							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
Increased/Prioritized delineated ADs/ALs (focus on the conflict areas)	National and Local	• Provide assistance in establishing peace and order during delineation process and titling of ADs/ALs, especially in Communist Terrorist Group (CTG) areas. - Regular patrols and monitoring of areas prone to land disputes to prevent conflicts from escalating - Provide cultural sensitivity trainings on culture, customs, and traditions for PNP personnel. - Facilitate dialogues between conflicting parties to resolve disputes peacefully. - Collaborate with indigenous communities to identify and delineate ADs/ALs. • Assist IPs, through the IP Desks, in filing complaints related to crimes (such as estafa, threats, coercion, etc.) committed as a result of land grabbing and illegal occupation of lands. • Conduct thorough investigations into reported land disputes to gather evidence and determine the facts of the case.	Reduction of conflicts or disputes related to land ownership and boundaries	Continuous activity	To prevent and control crimes, maintain peace and order, and ensure public safety and internal security with the active support of the community NCIP PNP AFP	₱6,000,000	Legal complexities and political interference

Developed and finalized Memoranda of Agreement (MOAs) with key government agencies/LGUs, outlining their roles and responsibilities in supporting NCIP during the delineation process (MOAs with local and foreign entities/CSOs for delineation)		• Review the existing MOA between the PNP and NCIP. • Identify possible areas of improvement, such as inclusion of delineation process and land titling.					
Year 2026-2027							
• Established inter-agency TWGs and coordination mechanisms to facilitate communication, problem-solving, and information exchange Implementation/ Operationalization of MOAs	National and Local	Referral of complaints to concerned government agencies	Increase number of referrals acted upon.	Q4 of 2026	NCIP PNP AFP	₱1,000,000	
		Ensure that the MOA adressess the roles of both the PNP AND NCIP in supporting IPs during delineation process.	Operationalize MOA.	Q1 to Q4			
		• Institutionalize coordinative mechanisms with the stakeholders to include the Ancestral Domain IP Focals through the PNP IP Desks for addressing IP killings and other violations in ancestral domains. • To protect and promote the interest and well-being of the Indigenous Cultural Communities/ Indigenous Peoples with due regard to their beliefs, customs, traditions, and institutions provided for under the IPRA	Increase the number of assistance extended to IPs.	Q4 of 2025			
Year 2028							
Assessed implementation of MOAs and efficacy of TWGs, and there is a significant increase in the delineation of ADs/ALs, and if there are still bottlenecks experienced along the way	National and Local	Monitor and track the activities related to land delineation and titling, as well as the implementation of the MOA.	MOAs monitored	Q1 to Q4	NCIP PNP AFP	₱50,000	Inadequate MOA, inactive TWG, bottlenecks in the implementation, human resource constraints

TPOA NO. 16: Establish inter-agency policies for non-selling and buying of ADs/ALs.							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
• Implemented, operationalized PNP-NCIP MOA • Revisited the MOA • Revisited AFP-NCIP MOA, to include IP desks: • Inter-agency collab on investigation and ligation of land grabbing/selling acts • Established a multistakeholder task force composed of representatives from NCIP, DOJ, relevant government agencies, academe, and CSOs with expertise in IP issues • Conducted multistakeholder consultation on the land selling/buying	National and Local	Enforcement of NCIP-DILG issued Joint National Advisory on land selling of ADs/ALs	• Investigation Time Reduction: Reduce the average time taken from case initiation to resolution by 20% within the first year of enhanced collaboration. • Achieve a litigation success rate of 70% for cases involving inter-agency collaboration.	Q4 of 2025	To be more efficient in case handling and reduced investigation time due to improved inter-agency cooperation and to enhance stakeholder trust and satisfaction with the process due to improved transparency and outcome NCIP PNP AFP DOJ NBI DILG	₱50,000	Non-implementation of the MOA, resistance to change, data sharing
Year 2026							
Developed policies in the form of JMC/JAO on the non-selling and buying of ADs/ALs (possible legislative measures to penalize selling/buying of ADs/ALs)	National	• Enforcement of NCIP-DILG issued JNA on land selling of ADs/ALs • Creation of JMC/JAO on land-grabbing/ selling by virtue of the JMC/JAO, creation of the task force members • Drafting of legislative proposals, finding congressional champions, lobbying to penalize land selling of ADs/ALs	Issued JNA JNA implemented Drafted legislative proposal	Q1 to Q4	NCIP DOJ NBI DILG Congress PLLO	₱1,000,000	Political support and/or intervention in the Congress
Year 2027							
Conducted roll out of the policies developed	National and Local	Roll-out activities	Conducted roll-out activities of passed legislations	Q2 to Q3	NCIP DOJ DILG	₱5,000,000	Resistance to change, different interpretations of policies
Year 2028							
Developed IEC materials translated to IP dialects	National and Local	Create IEC materials to be publlished in quad media plus socia media	Created and published IEC materials	Q1 to Q4	NCIP KWF	₱1,000,000	Time constraints in the translation to different dialects within the year
		Translation of IEC materials to IP languages	Translated IEC materials				

		Establishment of data management and monitoring system of IP rights to land violations	Data management and monitoring system developed and established				
		Capacity building for IPMRs to be part of the monitoring unit and sponsorship of resolutions on land grabbing/ selling					

TPOA NO. 17: Establishment of inter-agency mechanisms to address killings, harassments, vilification							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
Legislative measures	National	• Drafting of legislative proposals, finding congressional champions, lobbying • Drafting and enactment of laws	Number of laws enacted	Q1 to Q4	NCIP PHRCS DOJ PLLO	₱100,000	Lack of legislative support
Year 2026							
Executive Measures: Inter-agency Task Forces/EO	National	• Drafting of Executive Order on the creation of Inter-agency Task Force • Approval of the President • Implementation of the EO • Formation of task forces	Number of task forces established	Q1 to Q4	NCIP PHRCS	₱100,000	Inter-agency coordination challenges, especially in establishing clear communication protocols
Year 2027-2028							
Monitoring and evaluation	National	• Conduct of M&E activities • Implementation of M&E mechanisms	Effectiveness of M&E systems	Q1 to Q4	PHRCS CHR	₱100,000	Data collection challenges

TPOA NO. 18: Strengthening the protection of human rights defenders							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
Provided and implemented safety protocols for human rights defenders	National	Drafting of protocols Conduct security training programs for human rights defenders.	Number of human rights defenders trained in safety measures	Q1 to Q4	DOJ	₱1,000,000	Lack of resources

Year 2026-2027							
Strengthened legal protection for human rights defenders	National	Review and propose amendments to existing laws for human rights defenders' protection.	Number of legal reforms proposed	Q1 to Q4	CHR	₱1,000,000	Legal challenges pending the passage of the Human Defenders Bill
Year 2028							
Enhanced advocacy efforts for human rights defenders	National and Local	Organize advocacy campaigns to raise awareness and support.	Level of public awareness on human rights defenders' protection	Q1 to Q4	NBI	₱1,000,000	Public resistance

TPOA NO. 19: Promoting Access to justice for victims of human rights violations

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Year 2024-2025							
Enhanced aid services for victims of human rights violations	National and Local	Establish legal aid clinics in key regions.	Number of clients served by legal aid clinics	Q1 to Q4	DOJ	₱5,000,000	• Non-reporting of violations • Limited access
Year 2026-2027							
Strengthened victim support systems for human rights cases	National and Local	Develop a victim support program with counseling services.	Increase in reported satisfaction levels of victims	Q1 to Q4	CHR	₱5,000,000	• Limited access • Staffing challenges specializing trauma-informed care
Year 2028							
Improved access to legal remedies for victims of human rights violations	National and Local	Conduct legal awareness campaigns in communities.	Number of legal consultations provided	Q1 to Q4	Public Attorneys Office	₱5,000,000	Community resistance

TPOA NO. 20: Establishment of inter-agency mechanisms to address displacement

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Year 2024-2025							
Enhanced protection mechanisms for displaced individuals.	National and Local	Establish coordination mechanisms between agencies for rapid response.	Number of successful inter-agency collaborations	Q1 to Q4	DSWD NCIP DILG LGU BARMM Concerned agencies	₱20,000,000	Resource constraints
Year 2026							
Improved access to essential services for displaced communities	National and Local	Develop a comprehensive service delivery plan for displaced communities.	Percentage increase in access to healthcare services	Q1 to Q4	DSWD NCIP DOH NHA DSHUD DILG DepEd	₱5,000,000	Resource constraints

Year 2027-2028							
Strengthened community resilience in displaced areas	National and Local	Implement community-based programs for sustainable development	Level of community participation in development initiatives	Q1 to Q4	NCIP DILG	₱1,000,000	Resistance from local leaders

TPOA NO. 21: Establishment/Strengthening data management systems							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
Developed a centralized data management system	National	Conduct a needs assessment for data management tools.	Number of data management tools identified	Q1 to Q2	NCIP DICT	₱2,000,000	Limited IT resources
Year 2026-2027							
Enhanced data security measures for sensitive information	National	Implement encryption protocols for data storage.	Percentage increase in data security compliance	Q3 to Q4	NCIP DICT	₱1,000,000	• Data-sharing limitations • Data breach risks
Year 2028							
Optimized data utilization and reporting processes	National	Develop data analytics training programs for staff.	Number of staff trained in data analytics	Q1 to Q2	NCIP DICT	₱100,000	Skill gaps

TPOA NO. 22: Public awareness campaigns/information operations/strategic communication and advocacy							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Res ponsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
Increased public awareness on human rights issues	National and Local	Conduct workshops and seminars on human rights.	Number of participants in workshops	Q1 to Q4	CHR PHRCS PNA PIA NCIP All concerned agencies	₱5,000,000	Limited outreach
Year 2026-2027							
Launched information campaigns on specific rights violations	National and Local	Develop informational materials and social media campaigns.	Reach and engagement metrics on social media	Q1 to Q4	CHR PHRCS PNA PIA NCIP All concerned agencies	₱1,000,000	Resource constraints for reproduction of campaign materials
Year 2028							
Advocated for policy changes to protect human rights	National and Local	Lobby for legislative changes and policy reforms.	Number of policy changes implemented	Q1 to Q4	CHR PHRCS PNA PIA NCIP All concerned agencies	₱1,000,000	Political opposition

Thematic Objective B: Emerging human rights issues from the Treaties and Other UN Mechanisms TPOA NO. 1: Establish a systematic method to collect comprehensive data on socioeconomic indicators and ensure that collected data are disaggregated by various demographic factors such as geographic location, sex, gender, age, ethnic or national origin, and citizenship status							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
• Updated existing NCIP-PSA MOA • At least 80% of the enumerators to be employed in IP communities are IPs	National	• Inclusion of the determination of genealogy in the 2025 Census • Inclusion of the IPO in the 2025 Census • Request to PSA an update to the existing MOA to include genealogy.	Request to PSA an update to the existing MOA to include genealogy.	Q1 to Q4	NCIP PSA	₱500,000	• Acceptance of PSA and inclusion in the MOA • Majority of the enumerators are still non-IPs
Year 2026-2028							
Disaggregated and analyzed of data	National	Data from the gathered IP variables be shared to NCIP	Percentage increase in data disaggregation	Q1 to Q4	PSA	₱1,000,000	Resource constraints

TPOA NO. 2: Operationalize inter-agency collaboration for collection of data and capacity building and mobilization for data collection and protection							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
• Data needs assessment (assessment of gaps during the 2020 census) • Enhanced capacity building for enumerators • Established Data Disaggregation Framework (outputs are essential for the compliance to the eight core treaties) • Institutionalized and operationalized the framework	National and Local	• Develop framework that will address frequent data segragation observations on geographic location, sex, gender, age, ethnic or national origin, and citizenship status. • Develop data-sharing scheme.	• Develop framework that will address frequent data segregation observations on various factors. • Request to PSA an update to the existing MOA to include genealogy. • Develop data-sharing scheme.	Q1 to Q4	PSA, lead agencies on eight core treaties	₱5,000,000	Data-sharing limitations

TPOA NO. 3: Provision of operational and technical support							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2028							
Capacity building for non-IP enumerators, especially those who will be deployed in IP communities	National and Local	• Conduct of training for the non-IP enumerators • Assist non-IP enumerators to the IP communities during census.	Number of conducted trainings	Q2	PSA NCIP	₱1,000,000	Acceptance of culture-sensitivity concepts, ethnocentrism

Security during census on IP communities that have conflict areas and GIDA	Local	Provision of security during census	Enhanced security provided	Q1 to Q4	PNP AFP	₱1,000,000	Accessibility/ Geographical challenges

TPOA NO. 4: Strengthening the capacity of National Human Rights Institutions (NHRIs)							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
Established an advisory council composed of CSO representatives to provide input on the CHR's strategic planning and human rights reporting process	National and Local	Establish advisory council.	• Number of CSO representatives in the advisory council • Level of input provided by the council on strategic planning	Q4	CHR	₱20,000,000	Challenges in engagements - outreach and communications
2026-2027							
Developed and implemented a joint work plan with key CSO networks on specific human rights issues	National	Develop joint work plan.	• Number of key CSO networks involved • Successful implementation of the work plan	Q1	CHR	₱1,000,000	Limited resources for implementation
2028							
Increased the participation of CHR representatives in CSO-organized human rights events and conferences	National	Increase CHR participation in CSO events.	• Percentage increase in CHR representation • Number of CHR representatives attending events	Q1	CHR	₱1,000,000	Challenges in coordination

TPOA NO. 5: Public awareness, education, and training							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2028							
• Launched a national public awareness campaign on the human rights reporting process and how civil society can participate • Increased the participation of CSO representatives in government-organized human rights training programs	National	• Conduct public awareness campaign. • Increase the participation of CSO representatives in government-organized human rights training programs. • Increas CSO participation in training programs.	• Number of public awareness campaigns conducted • Percentage of increase of CSO participation in government-organized HR training programs • Percentage of increase of CSO participation HR training programs	Annually	CHR PHRCS	₱2,000,000	Resource limitation

TPOA NO. 6: Strengthening mechanisms for human rights against trafficking							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024							
Developed and disseminated public awareness campaigns on human trafficking risks and identification methods	National	Conduct of public awareness campaigns	• Number of awareness campaigns conducted • Percentage increase in public knowledge on human trafficking risks	Q4	DOJ-IACAT	₱2,000,000	Funding for public awareness campaigns
Year 2025							
Developed and implemented a standardized victim care protocol encompassing medical, psychological, and legal assistance	National	Increase investigations and litigations	• Implementation rate of the victim care protocol • Number of victims receiving comprehensive care	Q2	DOJ-IACAT	₱2,000,000	Human resource for protocol implementation
Year 2026							
Increased the number of human trafficking cases investigated by law enforcement agencies	National and Local	Strengthen reporting from council members	• Percentage increase in the number of cases investigated • Conviction rate of traffickers	Q3	DOJ-IACAT	₱2,000,000	Reporting gaps
Year 2027							
Strengthened collaboration with international organizations and neighboring countries to address cross-border	National	• Establish memorandums of understanding with neighboring countries to enhance communication, information sharing, and joint operations to combat trafficking. • Collaborate with international organizations.	• Number of joint operations conducted • Effectiveness of information-sharing mechanisms	Q4	DOJ-IACAT	₱2,000,000	Legal barriers in cross-border operations
Year 2028							
Encouraged and supported the participation of CSOs in anti-trafficking efforts	National and Local	Provide opportunities for the participation of CSOs.	• Number of CSOs engaged in anti-trafficking activities • Impact assessment of CSO involvement	Q1	DOJ-IACAT	₱2,000,000	Reporting systems if there will be from the CSOs

TPOA NO. 7: Access to justice and due process							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2026							
Enacted a comprehensive law on refugee protection, outlining fair procedures for asylum applications and status determination, in accordance with international standards (convert into law the EO 163, s. 2022)	National	Drafting of legislative proposals, finding congressional champions, lobbying public consultations	• Number of congressional champions secured • Success rate of lobbying efforts • Number of public consultations held	Q4	CHR PHRCS PLLO Congress	₱1,000,000	• Lack of political support • No legislative support
Year 2027							
Conducted capacity-building sessions for relevant government personnel, including immigration and judiciary officials, on refugee law and fair asylum procedures.	National and Local	• Development of module • Partnership with international organizations • Conduct of capacity-building workshops	• Completion of the development module • Number of partnerships established	Q1 to Q4	DOJ BI	₱5,000,000	Challenge in engagements
Year 2028							
• Increased the number of legal aid providers specializing in refugee and asylum law • Established a clear system for processing asylum claims with established timeframes for decision-making	National and Local	• Incentivization of legal aid professionals who will take on cases in refugee and asylum cases • Develop standard operating procedures. • Streamline application process. • Conduct of M&E	• Number of legal aid providers added • Efficiency improvement in application process • Implementation rate of the system	Q1 to Q4	DOJ Integrated Bar of the Philippines Other organizations providing legal assistance	₱5,000,000	• Capacities of legal aids • Resistance to change in processes

TPOA NO. 8: Protection from discrimination and xenophobia							
Thematic Performance Targets	**Program Components (Indicate whether national or local)**	**Plan of Work (Key Activities or Action Steps)**	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2028							
• Launched a national awareness campaign promoting tolerance and understanding toward asylum seekers, refugees, and stateless persons	National and Local	• Number of public service announcements conducted • Number of community dialogues conducted • Number of workshops, case studies, role-playing conducted	• Conduct of public service announcements • Enactment of anti-discrimination laws • Establish inter-agency collaboration for the protection and databasing of asylum seeker. • Conduct of community dialogues	Q1 to Q4	DOJ PLLO DOJ NBI CHR	GAA/To be determined	• Challenges on political support • Reception of the community • Challenges on human and financial resources • Challenges in reaching out to refugee organizations

• Developed and implemented training programs for law enforcement personnel on nondiscrimination practices and the rights of asylum seekers and refugees • Increased the number of documented cases of discrimination against asylum seekers, refugees, and stateless persons investigated by relevant authorities		• Number of refugee organizations collaborated • Number of public campaigns conducted • Number of capacity building for authorities conducted	• Conduct of interactive workshops, case study, role-playing • Collaboration with refugee organizations' conduct of public awareness campaigns • Establish dedicated platforms for reporting. • Conduct of capacity building for authorities				• Reception of the community/ authorities • Data sharing limitations/ challenges

TPOA NO. 9: Birth registration and nationality							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
• Conducted a nationwide assessment of birth registration gaps, particularly in geographically isolated and conflict-affected areas • Launched mobile birth registration outreach programs in geographically isolated and conflict-affected areas	National and Local	• Data collection • Community mobilization • Mapping vulnerable populations	• Number of birth registration gaps identified • Level of community engagement • Coverage of vulnerable populations mapped	Q1 to Q4	PSA in collaboration with NCIP	₱10,000,000	Access in conflict-affected areas
		• Mobilization of teams • Partnership with CSOs/ NGOs • Conduct of awareness campaigns	• Number of mobile outreach programs conducted • Awareness campaign reach	Q2			Limited resources for mobile outreach

Year 2026							
Developed simplified birth registration procedures with reduced documentation requirements for children born to refugees and asylum seekers	National	• Document reduction • Acceptance of alternative documents • Pilot testing	• Reduction in documentation requirements • Adoption rate of simplified procedures • Success of pilot testing • Data analysis completion	Q3	PSA	₱10,000,000	Resistance to change in documentation requirements
Year 2027-2028							
Established a mechanism for identifying and addressing the specific needs of stateless persons and those at risk of statelessness	National	• Data analysis • Provision of legal aid services • Advocacy for legislative reform	• Number of stateless persons identified and assisted • Progress in legislative advocacy	Q4	DOJ CHR PHRCS	₱1,000,000	Lack of awareness on statelessness issues

TPOA NO. 10: Strengthen policies requiring businesses in complying with and enforcing the FPIC							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024							
Assisted in intensifying awareness campaigns on compliance to FPIC	National	• Assist in intensifying awareness campaigns on compliance to FPIC. • Organize activities on the orientation to cooperatives.	Number of orientation to cooperatives conducted	Q4	NCIP CDA	₱500,000	Reception and engagement of the cooperatives on FPIC
Year 2025							
Developed and implemented training programs for businesses on FPIC compliance	National	Conduct training sessions for businesses.	Number of businesses trained on FPIC compliance	Q3	NCIP	₱2,000,000	Limited resources on training initiatives
Year 2026							
Established monitoring mechanisms for FPIC enforcement	National	Implement a monitoring system for FPIC compliance.	Number of FPIC violations reported and addressed	Q4	NCIP	₱500,000	• Data management challenges • Enhance reporting mechanisms.
Year 2027							
Conducted FPIC compliance audits for businesses	National	Conduct FPIC audits for selected businesses.	Number of businesses found in compliance with FPIC	Q2	NCIP	₱500,000	Challenges in expertise in auditing

Year 2028							
Reviewed and enhanced FPIC policies and enforcement strategies	National	Revise FPIC policies and enforcement guidelines.	Updated FPIC Policies and Guidelines	Q1	NCIP in consultation with different stakeholders	₱500,000	Policy resistance

TPOA NO. 11: Strengthen accountability mechanisms against private enterprises and government-owned and controlled corporation in cases where the FPIC has been violated							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024-2025							
Strengthened accountability mechanisms against private enterprises and government-owned and controlled corporations in cases where the FPIC has been violated	National	Develop and implement monitoring systems for FPIC compliance.	Number of FPIC violations reported and addressed	Q4	NCIP	₱500,000	Data management challenges
Year 2025							
Enhanced enforcement strategies for FPIC violations	National and Local	Conduct audits on private enterprises and government corporations.	Number of violations addressed through audits	Q2	NCIP	₱500,000	Legal challenges
Year 2026							
Implemented corrective actions for FPIC breaches	National	Establish a task force for investigating FPIC violations.	Number of cases resolved by the task force	Q1		₱500,000	Resource constraints
Year 2027							
Strengthened penalties for non-compliance with FPIC	National	Review and amend existing regulations for stricter penalties.	Updated Penalties Framework	Q2	NCIP	₱100,000	Policy resistance
Year 2028							
Improved transparency in FPIC processes	National	Develop an online platform for FPIC documentation.	Efficiency of Online Platform Usage	Q3	NCIP	₱2,000,000	Technical challenges such as platform security and accessibility

TPOA NO. 12: Intensify awareness-raising activities to mainstream the UNGP							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Year 2024							
Intensified awareness-raising activities to mainstream the UNGP	National	Develop and implement awareness campaigns on UNGP.	Number of awareness events conducted	Q2	CHR	₱1,000,000	Limited staffing
Year 2025							
Conducted training programs on UNGP for stakeholders	National	Organize training workshops for stakeholders.	Number of stakeholders trained on UNGP	Q3	CHR DTI	₱2,000,000	Resource constraints

Year 2026							
Established a monitoring system for UNGP implementation	National	Implement a monitoring framework for UNGP compliance.	Compliance rate with UNGP Guidelines	Q4	CHR PHRCS	₱500,000	Data management challenges
Year 2027							
Engaged in advocacy efforts to promote UNGP principles	National and Local	Organize advocacy campaigns and forums.	Level of stakeholder engagement	Q2	DILG CHR PHRCS	₱1,000,000	Policy resistance
Year 2028							
Evaluated the impact of awareness activities on UNGP mainstreaming	National	Conduct impact assessments on awareness initiatives.	Level of awareness increase	Q3	CHR PHRCS	₱1,000,000	Evaluation challenges

TPOA NO. 13: Institutionalization of corporate social responsibility programs in the operationalization of businesses inside ancestral domains							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Year 2024							
Engage IPs and businesses to create a national CSR framework that respects IP rights and aspirations, followed by training for effective implementation	National	• Conduct a national consultation with IPs and businesses operating within ancestral domains to gather input on CSR program priorities. • Develop a national framework for CSR programs in ancestral domains, incorporating IP rights and aspirations. • Train government agencies and businesses on the framework and its implementation.	National consultation conducted	Q4	NCIP	₱10,000,000	• Low participation during consultations • Potential resistance from businesses
Year 2025							
Continuous engagement with ICCs/IPs and business	National	Monitor and evaluate the implementation of the CSR framework in ancestral domains.	Annual monitoring reports 2025-2028	Q4	NCIP	₱1,000,000	• Lack of data and resources for monitoring • Develop a robust monitoring system with clear indicators and allocate resources for data collection and analysis.

Year 2026							
	National	Review and update the national CSR framework based on lessons learned and evolving needs of IPs and businesses.	Revised National CSR Framework	Q4	NCIP		• Resistance to change • Conduct regular consultations with stakeholders to ensure buy-in and address concerns.
Year 2027-2028							
Promoted best practices and success stories of CSR initiatives in ancestral domains	National	Dissemination of best practices and success stories through quad media	Postings, press releases, and guestings conducted	Q1 to Q4	NCIP PNA Stakeholder press releases	₱2,000,000	• Lack of awareness of successful initiatives • Utilize various communication channels (e.g., workshops, publications, social media) to share information.

SECTION 7: INTER-CHAPTER LINKAGES

MATRIX NO. 2: INTER-CHAPTER LINKAGES

Identified Chapter	HRIAC/s	Thematic Objective	Joint Thematic Program of Action (TPOAs)/ Component/s	Accountable Agencies
Chapter 6	Proliferation and organization of illegitimate and non-authentic Indigenous Political Structure (IPS) and Indigenous Peoples Organizations (IPOs) at the national and international levels	A	Community Empowerment and Participation: IP Women, Youth, Children, Senior Citizens, IP with Disabilities, and IPs deprived of liberty (in consideration with their intersectionality and diversity) Unity, Peace, and Development toward inclusive and participatory decision-making processes, operation, and management of their IP Governance Centers and IP Mutual Defense Systems Chapter 3, HRIAC 2, TPOA 2.2 Chapter 4, HRIAC 1, TPOA 1 Chapter 5, HRIAC 9, TPOA 9 TPOA on IP PDLs	NCIP PCW CWC NCDA DILG
Chapter 6	Rampant land grabbing and illegal occupation, entry of illegal migrants, and selling of lands caused by the absence of CADTs and CALTs for non-delineated and unregistered ADs/ALs	A	Harmonization of overlapping policies, rules, and regulations on land titling and issuance of tenurial instruments TPOA on JAO 1 and Penal Colonies within ADs Establish inter-agency policies for non-selling and buying of ADs/Als. TPOA on NCIP – PNP Collab Framework on Protecting ADs/ALs	NCIP DOJ NCIP DILG

Identified Chapter	HRIAC/s	Thematic Objective	Joint Thematic Program of Action (TPOAs)/ Component/s	Accountable Agencies
Chapter 6	The lack of systematic collection of disaggregated socioeconomic data based on self-identification hinders the evaluation of rights under the Convention for various groups, including non-citizens	B	All chapters	CWC
Chapter 6	Lack of comprehensive legislation to protect refugees, asylum seekers, stateless persons, and other persons who are victims of racial discrimination, while enhancing data collection and strengthening civil registration in isolated and conflict-affected areas	B	Access to justice and due process TPOA on the implementation of EO 163 in collaboration with UNHCR TPOA on the implementation of IACAT Protection from discrimination and xenophobia Plan for all other sectors aside ICCs/IPs against discrimination	NCIP DOJ NCIP PCW, CWC, NCDA, DILG PHRCS, CHR

SECTION 9: COLLABORATION AMONG GOVERNMENT ORGANIZATIONS, LOCAL GOVERNMENT UNITS, PRIVATE SECTOR, AND CIVIL SOCIETY ORGANIZATIONS

During the nationwide public consultations in eight major cities in the Philippines and covering 17 regions, different stakeholders partook in these events to take part in the formulation and enhancement of the PHRP4 2024-2028. This collaborative framework is essential for addressing complex human rights issues that require multifaceted solutions, which the PHRP4 shall try to resolve. These consultations provided a platform for CSOs to voice their insights and commitments, ensuring that the TPOAs reflect the needs and aspirations of the ICCs/IPs the NCIP serves. Similarly, it is noted that the private sectors' and CSOs' involvement hinges on the outcomes of these consultations, where businesses can identify opportunities for engagement and support aligned with their corporate social responsibility goals.

Further, it is a fact that inter-branch/sector/agency collaboration is pivotal, as it involves the alignment of efforts across different government branches, including legislative, administrative, and LGUs. Each branch will play a critical role in the implementation of the activities within the identified each TPOA.

However, during these consultations, both in the plenary and in the gallery, there is nullity of inputs as to initiatives/offers of collaboration. Nevertheless, the NCIP noted all the issues and concerns and group these to be addressed in the appropriate TPOAs.

MATRIX 4: COLLABORATION AMONG THE GOVERNMENT ORGANIZATIONS, LGUs, PRIVATE SECTOR, AND CSOs IN SEPARATE DOCS

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
Year 2024						
Harmonizated the H&R Program (NCIP and OPAPRU) with DILG Transformations Program	TPOA 3					
	Creation of the JMC (IP FRs, AO 10)	Q4				
• Scanned commitments and programs of all stakeholders to explore areas of cooperation • Forged MOAs/MOUs/ MOCs	TPOA 5					
	Sealing of commitments to the prior engagements on the collaborative framework based on IPs					
Consolidated IP women and youth issues on cultural and economic roles, governance, representation in the context of the Magna Carta on Women	TPOA 6					
	• Data collection from various stakeholders • Establishment of data management and monitoring system of IP Youth and Women rights violations	Every quarter				
	Continuous monitoring of complaints received	Every quarter				
Developed culturally appropriate information materials (e.g., brochures, infographics, video explainers) on the FPIC process, presented in various formats (written and audio-visual) and translated into languages relevant to IPs communities. These materials were disseminated through social media platforms, the official website, and partner broadcasting institutions	TPOA 7					
	Counteract misinformation regarding projects with pending CP applications within ancestral domains Production of AVPs regarding major projects within ancestral domains					
	Translation of materials to IP languages	Upon request				
• Reviewed and updated 80% of the MOUs/MOAs/ MOCs • Developed MOUs/MOAs/ MOCs monitoring tools/ guidelines • Capacity building and mobilization of partner ICCs/IPs	TPOA 12					

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
	• TESDA Scholarship Programs Under the Rice Extension Services Program and Coconut Farmers Scholarship Program • Improved food security through enhanced food production • Identified Ancestral Domains/Lands that are potential special economic zones for resource processing and manufacturing • Protection and promotion of arts and culture • Development of ecotourism destinations through cultural tourism and the creation of cultural highways • Interventions for climate change mitigation through biodiversity and ecosystems preservation, protection, and adaptation programs • Improved logistical chains through development of infrastructure and road networks between provinces and regions • Sustainable and responsible plantation industries (banana, pineapple) and agro-industries to boost local agricultural economies • Establishment of data management and monitoring systems on ICCs/IPs for socioeconomic and cultural rights violations	• For verification/ confirmation as to the target (CDA) • 2,500 beneficiaries per quarter (TESDA) • The DTI provides comprehensive year-round training through well-established programs, each supported by approved budgets.				
• Reviewed and updated 80% of the socioeconomic, basic services (Education and Health) programs and cooperative systems • Development of socioeconomic, basic services (Education and Health) programs and cooperative systems monitoring tools/ guidelines • Capacity building and mobilization of partner ICCs/IPs	TPOA 13					
	• Assist in the organization of cooperatives. • Provision of capacity building and skills training on marketing • Facilitate the access to other trainings under different agencies. • Offering Senior High School subjects on weaving, brass cutting, organic farming, eco-tourism, and other avenues for culture-based tourism that can interact with the local community cooperatives • TWG for IP Education implementation • DepEd IPRA Rights-Based Education Framework • Provision for midwifery and medicine • Establishment of data management and monitoring system on ICCs/ IPs rights to cooperative and basic services violations	• For verification/ confirmation as to the target (CDA) • 7,500 beneficiaries per quarter (TESDA)				
Harmonized DAR, DENR, and NCIP titling policies by revisiting gaps in JAO No. 1, s. 2012	TPOA 14					

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
	Conduct of inter-agency forums and writeshops					
• Increased/Prioritized delineated ADs/ALs (focus on the conflict areas) • Developed and finalized MOAs with key government agencies, LGUs, local and foreign entities, and CSOs to define roles and responsibilities in supporting NCIP during the delineation process.	TPOA 15					
	• Provide assistance in establishing peace and order during delineation process and titling of ADs/ALs, especially in Communist Terrorist Group (CTG) areas. - Regular patrols and monitoring of areas prone to land disputes to prevent conflicts from escalating - Provide cultural sensitivity trainings on culture, customs, and traditions for PNP personnel. - Facilitate dialogues between conflicting parties to resolve disputes peacefully. - Collaborate with indigenous communities to identify and delineate ADs/ALs. • Assist IPs, through the IP Desks, in filing complaints related to crimes (such as estafa, threats, coercion, etc.) committed as a result of land grabbing and illegal occupation of lands. • Conducted thorough investigations into reported land disputes to gather evidence and determine the facts of the case. • Review the existing MOA between the PNP and NCIP. • Identify possible areas of improvement, such as inclusion of delineation process and land titling.	Continuous activity				
• Implemented, operationalized PNP-NCIP MOA • Revised AFP-NCIP MOA, to include IP desks • Inter-agency collaboration on investigation and ligation of land grabbing/ selling acts • Established a multistakeholder task force composed of representatives from NCIP, DOJ, relevant government agencies, academe, and civil society organizations with expertise in IP issues • Conducted multistakeholder consultation on the land selling/buying	TPOA 16					

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
	Enforcement of NCIP-DILG issued JNA on land selling of ADs/ALs					
Legislative measures	TPOA 17					
	Drafting legislative proposals, identifying congressional champions, and lobbying for support	Q1 to Q4				
Provided and implemented safety protocols for human rights defenders	TPOA 18					
	Drafting of protocols Conduct security training programs for human rights defenders.	Q1 to Q4				
Enhanced legal aid services for victims of human rights violations	TPOA 19					
	Establish legal aid clinics in key regions	Q1 to Q4				
Enhanced protection mechanisms for displaced individuals	TPOA 20					
	Establish coordination mechanisms between agencies for rapid response	Q1 to Q4				
Developed a centralized data management system	TPOA 21					
	Conduct a needs assessment for data management tools	Q1 to Q2				
Increased public awareness on human rights issues	TPOA 22					
	Conduct workshops and seminars on human rights	Q1 to Q4				
Year 2025						
Operationalized JMC on H&R Program	TPOA 3					
	Conduct of inter-agency ADs/ALs visitation and healing and reconciliation activities	As per agreement				
Trained 70% of IPOs, IPMRs, and community members through capacity-building programs for ADMO and ADDs staff	TPOA 5					
	• Conduct of training to IPOs, IPMRs, ADMOs, ADDs • Governance processes and decision-making within IP communities • Clarified the roles and responsibilities of IPOs, IPMRs, ADMOs, and ADDs in areas such as financial management, record-keeping, conflict resolution, and maintaining peace and order • Ancestral domain management practices (e.g., resource management, sustainable development)					
	Capacitate the ADMO on responding and managing fires to be able to develop an action plan specifically on protected and conservation areas IECs (resource speakers) on: • Implementation of the national greening program and local reforestation projects; • Enhanced and responsible mineral extraction industry; and • Interventions for climate change mitigation through biodiversity and ecosystems preservation, protection, and adaptation programs.					

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
	Train ICCs on climate change adaptation: planning, implementation, and CCC's monitoring evaluation method.					
	Capacity building for ADMO by GCEs/ LGUs (as support, for construction of physical ADMO)					
Revisited the NCIP-IPOPHL JAO 15, s. 2016	TPOA 5					
	Implementation of RA 11961 on the cultural mapping in the jurisdiction of the LGUs Ascertain the status of the cultural mapping the LGUs.					
Documentation of IP women and youth stories	TPOA 6					
	Raising of mainstream awareness (IECs, quad media) Showcasing IP women and youth champions					
	• Undertake awareness programs on GBV, TIP, VAWC, and OSEC. • Distribution of IEC materials • Initiate media engagement, radio TV appearance and prevention of GBV, VAWC, OSEC, and TIP Activities.	Q1 to Q4				
Developed culturally appropriate information materials (e.g., brochures, infographics, video explainers) on the FPIC process, presented in various formats (written and audio-visual) and IPs translated into languages relevant to IPs communities. These materials were disseminated through social media platforms, the official website, and partner broadcasting institutions	TPOA 7					
	Counteract misinformation regarding projects with pending CP applications within ancestral domains. Production of AVPs regarding major projects within ancestral domains	Q1 to Q4				
	Translation of materials to IP languages	Upon request				
• Reviewed and updated 80% of the MOUs/MOAs/ MOCs • Developed MOUs/MOAs/ MOCs monitoring tools/ guidelines • Capacity building and mobilization of partner ICCs/IPs	TPOA 12					
	• TESDA Scholarship Programs Under the Rice Extension Services Program and Coconut Farmers Scholarship Program • Improved food security through enhanced food production • Identified Ancestral Domains/Lands that are potential special economic zones for resource processing and manufacturing • Protection and promotion of arts and culture	• For verification/ confirmation as to the target (CDA) • 2,500 beneficiaries per quarter (TESDA)				

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
	• Development of ecotourism destinations through cultural tourism and the creation of cultural highways • Interventions for climate change mitigation through biodiversity and ecosystems preservation, protection, and adaptation programs • Improved logistical chains through development of infrastructure and road networks between provinces and regions • Sustainable and responsible plantation industries (banana, pineapple) and agro-industries to boost local agricultural economies • Establishment of data management and monitoring system on ICCs/IPs to socioeconomic and cultural rights violations	• The DTI provides comprehensive year-round training through well-established programs, each supported by approved budgets.				
• Reviewed and updated 80% of the socioeconomic, basic services (Education and Health) programs and cooperative systems • Developed socioeconomic, basic services (Education and Health) programs and cooperative systems monitoring tools/ guidelines • Capacity building and mobilization of partner ICCs/IPs	TPOA 13					
	• Assist in the organization of cooperatives. • Provision of capacity building and skills training on marketing • Facilitate the access to other trainings under different agencies. • Offering Senior High School subjects on weaving, brass cutting, organic farming, eco-tourism, other avenues for culture-based tourism that can interact with the local community cooperatives • TWG for IPEd implementation • IPRA Rights-based Education framework of DepEd • Provision for Midwifery and Medicine • Establishment of data management and monitoring system on ICCs/ IPs rights to cooperative and basic services violations	• For verification/ confirmation as to the target (CDA) • 7,500 beneficiaries per quarter (TESDA)				
Harmonized DAR, DENR, and NCIP titling policies by revisiting gaps in JAO No. 1, s. 2012	TPOA 14					
	Conduct of inter-agency forums and writeshops	Q4				

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
• Increased/Prioritized delineated ADs/ALs (focus on the conflict areas) • Developed and finalized Memoranda of Agreement (MOAs) with key government agencies/ LGUs outlining their roles and responsibilities in supporting NCIP during the delineation process. (MOAs with local and foreign entities/CSOs for delineation)	TPOA 15					
	• Provide assistance in establishing peace and order during delineation process and titling of ADs/ALs, especially in Communist Terrorist Group areas. - Regular patrols and monitoring of areas prone to land disputes to prevent conflicts from escalating - Provide cultural sensitivity trainings on culture, customs, and traditions for PNP personnel. - Facilitate dialogues between conflicting parties to resolve disputes peacefully. - Collaborate with indigenous communities to identify and delineate ADs/ALs	Continuous activity				
	• Assist IPs, through the IP Desks, in filing complaints related to crimes (such as estafa, threats, coercion, etc.) committed as a result of land grabbing and illegal occupation of lands. • Conducted thorough investigations into reported land disputes to gather evidence and determine the facts of the case. • Review the existing MOA between the PNP and NCIP • Identify possible areas of improvement, such as inclusion of delineation process and land titling.					
• Implementated, operationalized PNP-NCIP MOA • Revisited AFP-NCIP MOA, to include IP desks • Inter-agency collaboration on investigation and ligation of land grabbing/ selling acts • Established a multistakeholder task force composed of representatives from NCIP, DOJ, relevant government agencies, academe, and civil society organizations with expertise in IP issues • Conducted multistakeholder consultation on the land selling/buying	TPOA 16					

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
	Enforcement of NCIP-DILG issued JNA on land selling of ADs/ALs	Q4				
Legislative measures	TPOA 17					
	Drafting legislative proposals, identifying congressional champions, and lobbying for support	Q1 to Q4				
Provided and implemented of safety protocols for human rights defenders	TPOA 18					
	Drafting of protocols Conduct security training programs for human rights defenders.	Q1 to Q4				
Enhanced legal aid services for victims of human rights violation	TPOA 19					
	Establish legal aid clinics in key regions.	Q1 to Q4				
Enhanced protection mechanisms for displaced individuals	TPOA 20					
	Establish coordination mechanisms between agencies for rapid response.	Q1 to Q4				
Developed a centralized data management system	TPOA 21					
	Conduct a needs assessment for data management tools.	Q1 to Q2				
Increased public awareness on human rights issues	TPOA 22					
	Conduct workshops and seminars on human rights.	Q1 to Q4				
Year 2026						
Human rights defenders and expanded discussions on interfaced IP governance systems toward mainstream local governance system	TPOA 1					
	Prioritization for Congress Sponsoring the proposed bill	Q2				
Popularized/Mainstreamed IPs through the quad media	TPOA 2					
	• Conducted information dissemination campaigns • Empowering confirmed IPS • Countering misinformation and promoting unity	Q1				
	• Publishing of news articles on IPs confirmation process • Social media - Infographics (quote cards, social media cards)	Q2				
Midterm assessment of tools and strategies on conflict resolution and community reconciliation	TPOA 3					
	Operationalization of monthly/quarterly inter-agency meetings	As per agreement				
Set up of strategic IPMR training academy	TPOA 4					
	• Capacity development on local legislation (local Government Academy) • IEC on IPMR Burial and other benefits, and other guidelines to LGUs and IP communities	Q1				

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
Secured operational support and resources for 50% of functional ADMOs, focusing on equipment and supplies for resource management and monitoring	TPOA 5					
	Provisional support for ICT equipment and training, hiring of IP youth and EAP grantees as job order contracts					
• Drafted IP women and youth agenda and program (legislative champions) • Developed strategies among stakeholders to ensure IP women and youth participation in PAPs planning, development, implementation, monitoring, and evaluation	TPOA 6					
	• Drafting legislative proposals, identifying congressional champions, and lobbying for support • Prioritization of the proposed bill/s	Q2				
	Competency Building thru Cascading of PNP Child Protection Policy (Luzon-Done, Mindanao-Done, Visayas-June 10 to 14, 2024)	Q1 to Q2				
Conducted capacity-building training/IECs/awareness programs for different target audiences for ICCs/IPs, CSOs, private institutions, entrepreneurs, and investors	TPOA 7					
	Conduct trainings.	Q1 to Q4				
• Rolled out FPIC Guidelines • Developed training modules for NCIP staff on effective FPIC implementation and conflict resolution • Regional training for NCIP Offices and Units	TPOA 9					
	• Conducted IECs and information drives targeting IP communities, with NCIP as the implementing agency, as well as outreach to all NGAs, NGOs/ CSOs, private institutions, and other stakeholders. Conducted technical roll-out and training sessions for NCIP Regional Offices and Units • Strategic communication/Advocacy communication	Q1 to Q4				
• Integrated 80% of the ADSDPPs into the local development and peace and order plans at the regional levels and local government units • Institutionalization of funders' forum for ADSDPPs	TPOA 11					

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
	• Integration of ADSDPP indicators in the SGLG • Number of ADSDPPs integrated in the FLUPs and CLUPs	Q1 to Q4				
Formulated, updated, implemented, monitored, and evaluated the MOUs/MOAs/ MOCs	TPOA 12					
	• The NCIP and PEZA shall conduct information and education campaigns with interested and qualified communities as to what economic zones are, their benefits/advantages, kinds/types of economic zones, the processes and requirements for declaration as such, and the like. • Promote the identified ancestral domain/lands to possible/prospective developers/investors. • Assist developers in terms of development of the ecozones through Joint Venture or Public Private Partnership (PPP) or any other form of development agreement.	• Q2 of 2026 (every semester thereafter)				
Formulated, updated, implemented, monitored, and evaluated the MOUs/MOAs/ MOCs (Identified Ancestral Domains/Lands that are potential special economic zones)	TPOA 13					
	Strengthening partnership between CDA, PEZA, NCIP in relation to the development of IP cooperatives	For verification/ confirmation as to the target (CDA)				
Comprehensive Stakeholders Consultation Signing of revised JAO and roll out	TPOA 14					
	Conduct of feedback forum and multistakeholder consultation	Q3				
• Established inter-agency TWGs and coordination mechanisms to facilitate communication, problem-solving, and information exchange • Implemented/ Operationalized MOAs	TPOA 15					
	Referral of complaints to concerned government agencies	Q4				
	Ensure that the MOA addresses the roles of both the PNP and NCIP in supporting IPs during delineation process.					
	Institutionalize coordinative mechanisms with the stakeholders to include the Ancestral Domain IP Focals through the PNP IP Desks for addressing IP killings and other violations in ancestral domains.	Q4				
Developed policies in the form of JMC/JAO on the non-selling and buying of ADs/ALs (possible legislative measures to penalize selling/buying of ADs/ALs)	TPOA 16					

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
	• Enforcement of NCIP-DILG issued JNA on land selling of ADs/ALs • Creation of JMC/JAO on land-grabbing/selling by virtue of the JMCJAO, creation of the task force members • Drafting of legislative proposals, finding congressional champions, lobbying to penalize land selling of ADs/ALs					
Executive Measures: Inter-agency Task Forces/EO	TPOA 17					
	• Drafting of Executive Order on the Creation of Inter-agency Task Force • Approval of the President • Implementation of the EO	Q1 to Q4				
Strengthened legal protection for human rights defenders	TPOA 18					
	Review and propose amendments to existing laws for human rights defenders' protection.	Q1 to Q4				
Strengthened victim support systems for human rights cases	TPOA 19					
	Develop a victim support program with counseling services.	Q1 to Q4				
Improved access to essential services for displaced communities	TPOA 20					
	Develop a comprehensive service delivery plan for displaced communities.	Q1 to Q4				
Enhanced data security measures for sensitive information	TPOA 21					
	Implement encryption protocols for data storage.	Q3 to Q4				
Launched information campaigns on specific rights violations	TPOA 22					
	Develop informational materials and social media campaigns.	Q1 to Q4				
Year 2027						
Integrated customary laws into local governance frameworks for 50% of LGUs with IP communities (ADR)	TPOA 1					
	Conduct of exploratory meetings with OADR and DILG					
	Ensure data-sharing with IPs	Q4				
Developed a national database for documented ICC traditions and knowledge systems	TPOA 2					
	• Data gathering and assisting in the development of information system/ database of NCIP • Assist in securing the data-gathering (KoboToolbox and other applications) for IPs Information.	Q1				
Institutionalized an exchange forum on conflict resolution and community reconciliation	TPOA 3					

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
	Conduct of IP Summit, IPMR Convention, Operationalization of IP Consultative Body					
Regular consultations and assessment	TPOA 4					
	• MOU at the national level • National and Local levels quarterly inter-agency meeting	Every Quarter				
	Development of interactive database (data sharing)	Q3				
ADMO and ADDS operationalization mutual defense and cooperation	TPOA 5					
	Specialized capacity building (Modular/ Phase/Graduated/Sustained Training)					
Accounting of IP women and youth participation on leadership, cultural and economic roles, governance, and representation	TPOA 6					
	• IP youth organizations have been recognized, advocacy-oriented IP youth groups have been created, and IP youth representatives have been seated in local legislative and decision-making bodies at the barangay, municipal, provincial, and regional levels since the operationalization of the NCIP-NYC MOC, with data-sharing mechanisms in place	Q4				
	• Unification and organization of IP women at the barangay, municipal, provincial, and regional levels, including data-sharing initiatives	Q4				
Conduct capacity-building training/IECs/awareness programs for different target audiences for ICCs/IPs, CSOs, private institutions entrepreneurs, and investors	TPOA 7					
	Conduct trainings.	Q1 to Q4				
Rolled out FPIC Guidelines Developed training modules for NCIP staff on effective FPIC implementation and conflict resolution Regional training for NCIP Offices and Units	TPOA 9					
	• Conduct of IECs/Information Drive to IP Communities, NCIP as implementing agency and to all NGAs, NGOs/CSOs, private institutions, other stakeholders • Conduct of technical roll out/training to NCIP Regional Offices and Units • Strategic communication/Advocacy communication	Q1 to Q4				
Increased number of FPIC violations successfully addressed through enforcement mechanisms	TPOA 10					

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
	• Conducted investigations into alleged FPIC violations. • Issuance of Cease-and-Desist Orders for all entities operating within ancestral domain/land without FPIC • Impose appropriate sanctions on entities found to have violated FPIC procedures.	Q4				
Ensured allocation of sufficient resources for the implementation of ADSDPPs	TPOA 11					
	IPMRs/IPOs presentation of ADSDPPs in R/P/M/C/B Development Council Meetings	Q1 to Q4				
Formulated, updated, implemented, monitored, and evaluated the MOUs/MOAs/ MOCs	TPOA 12					
	• The NCIP and PEZA shall conduct information and education campaigns with interested and qualified communities as to what economic zones are, their benefits/advantages, kinds/types of economic zones, the processes and requirements for declaration as such, and the like. • Promote the identified ancestral domain/lands to possible/prospective developers/investors. • Assist developers in terms of development of the ecozones through Joint Venture or PPP or any other form of development agreement.	Q2 of 2026 (every semester thereafter)				
Formulated, updated, implemented, monitored, and evaluated the MOUs/MOAs/ MOCs (Identified Ancestral Domains/Lands that are potential special economic zones)	TPOA 13					
	Strengthening partnership between CDA, PEZA, NCIP in relation to the development of IP cooperatives	For verification/ confirmation as to the target (CDA)				
Implemented, monitored, and evaluated the effectiveness of the harmonization efforts in reducing land grabbing and illegal occupation, if there is a decrease after the revision of the JAO Legislative measures	TPOA 14					
	• Conduct M&E activities. • Drafting legislative proposals, identifying congressional champions, and lobbying for support					
Established inter-agency TWGs and coordination mechanisms to facilitate communication, problem-solving, and information exchange Implemented/Operationalized MOAs	TPOA 15					
	Referral of complaints to concerned government agencies	Q4				
	Ensure that the MOA addresses the roles of both the PNP and NCIP in supporting IPs during delineation process.					

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
	Institutionalize coordinative mechanisms with the stakeholders to include the Ancestral Domain IP Focals through the PNP IP Desks for addressing IP killings and other violations in ancestral domains.	Q4				
Conducted roll out of the policies developed	TPOA 16					
Monitoring and evaluation	TPOA 17					
	Conduct of M&E activities	Q1 to Q4				
Strengthened legal protection for human rights defenders	TPOA 18					
	Review and propose amendments to existing laws for human rights defenders' protection.	Q1 to Q4				
Strengthened victim support systems for human rights cases	TPOA 19					
	Develop a victim support program with counseling services.	Q1 to Q4				
Strengthened community resilience in displaced areas	TPOA 20					
	Implement community-based programs for sustainable development.	Q1 to Q4				
Enhanced data security measures for sensitive information	TPOA 21					
	Implement encryption protocols for data storage.	Q3 to Q4				
Year 2028						
Documented IPs, IKSPs, and Customary Laws of at least representative of the 101 IP groups	TPOA 2					
	Research and databasing	Q2				
End-term assessment of tools and strategies on conflict resolution and community reconciliation	TPOA 3	Q1 of 2028				
Regular consultations and assessment	TPOA 4					
	• MOU at the national level • National and local levels' quarterly inter-agency meeting	Every quarter				
	Development of interactive database (data sharing)	Q3				
ADMO and ADDs operationalization mutual defense and cooperation	TPOA 5					
	Specialized capacity building through modular, phased, graduated, and sustained training					
Operationalized programs for IP women and youth (organization and partnership)	TPOA 6					
	Mobilization of IP women and youth activities at all levels					
	• Counseling program and intervention for victim and respondents in relation to VAWC, GBV Cases involving PNP personnel • Women's and Children's Month activities • PWD, senior citizen, marginalized, and IP-related activities	Q4				

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
• Monitored and evaluated IEC materials developed and disseminated if needed updating, participation rates in awareness campaigns • Assessed trainings conducted and evaluations from participants to update/ modify modality or methods where gaps are found	TPOA 7					
	• Conduct a review of the IEC materials. • Pre-test the materials with a small sample group from the target audience to gather feedback. • Track the distribution of IEC materials, number of views, etc.	Q3 to Q4				
Initial assessment on the FPIC Monitoring Guidelines	TPOA 9					
	Conduct of Gap Analysis, processing of feedbacks, etc.	Q1 to Q4				
Strengthened Intellectual Property Rights/Community Intellectual Rights of ICCs/IPs	TPOA 10					
Monitored and evaluated the ADSDPPs formulation, implementation, and updating	TPOA 11					
	Conduct of M&E activities	Q1 to Q4				
Formulated, updated, implemented, monitored, and evaluated the MOUs/MOAs/ MOCs	TPOA 12					
	• The NCIP and PEZA shall conduct information and education campaigns with interested and qualified communities as to what economic zones are, their benefits/advantages, kinds/types of economic zones, the processes and requirements for declaration as such, and the like. • Promote the identified ancestral domain/lands to possible/prospective developers/investors. • Assist developers in terms of development of the ecozones through Joint Venture or PPP or any other form of development agreement.	Q2 of 2026 (every semester thereafter)				
Formulated, updated, implemented, monitored, and evaluated the MOUs/MOAs/ MOCs (Identified Ancestral Domains/Lands that are potential special economic zones)	TPOA 13					
	Strengthening partnership between CDA, PEZA, NCIP in relation to the development of IP cooperatives	For verification/ confirmation as to the target (CDA)				

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies LGUs Involved	CSOs Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
Implemented, monitored, and evaluated the effectiveness of the harmonization efforts in reducing land grabbing and illegal occupation, if there is a decrease after the revision of the JAO Legislative measures	TPOA 14					
	• Conducted M&E activities • Drafting legislative proposals, identifying congressional champions, and lobbying for support	Q4				
Assessed implementation of MOAs and efficacy of TWGs, if there is a significant increase in the delineation of ADs/ALs, and if there are still bottlenecks experienced along the way	TPOA 15					
	Monitor and track the activities related to land delineation and titling, as well as the implementation of the MOA.					
Developed IEC materials translated to IP dialects	TPOA 16					
	Translation of IEC materials to IP languages					
	Establishment of data management and monitoring system of IP rights to land violations					
	Capacity building for IPMRs be part of the monitoring unit and sponsorship of resolutions on land grabbing/selling					
Monitoring and evaluation	TPOA 17					
	Conduct of M&E activities	Q1 to Q4				
Enhanced advocacy efforts for human rights defenders	TPOA 18					
	Organize advocacy campaigns to raise awareness and support.	Q1 to Q4				
Improved access to legal remedies for victims of human rights violations	TPOA 19					
	Conduct legal awareness campaigns in communities.	Q1 to Q4				
Strengthened community resilience in displaced areas	TPOA 20					
	Implement community-based programs for sustainable development.	Q1 to Q4				
Optimized data utilization and reporting processes	TPOA 21					
	Develop data analytics training programs for staff.	Q1 to Q2				
Advocated for policy changes to protect human rights	TPOA 22					
	Lobby for legislative changes and policy reforms.	Q1 to Q2				

SECTION 10: CAPACITY-BUILDING PLAN FOR THE DUTY-BEARERS, NON-STATE DUTY-BEARERS, AND RIGHTS-HOLDERS OF THE 4TH PHILIPPINE HUMAN RIGHTS PLAN

Based on the above results of the capacity-building needs of the different stakeholders of PHRP4, the priorities lined up for 2024-2028 are as follows:

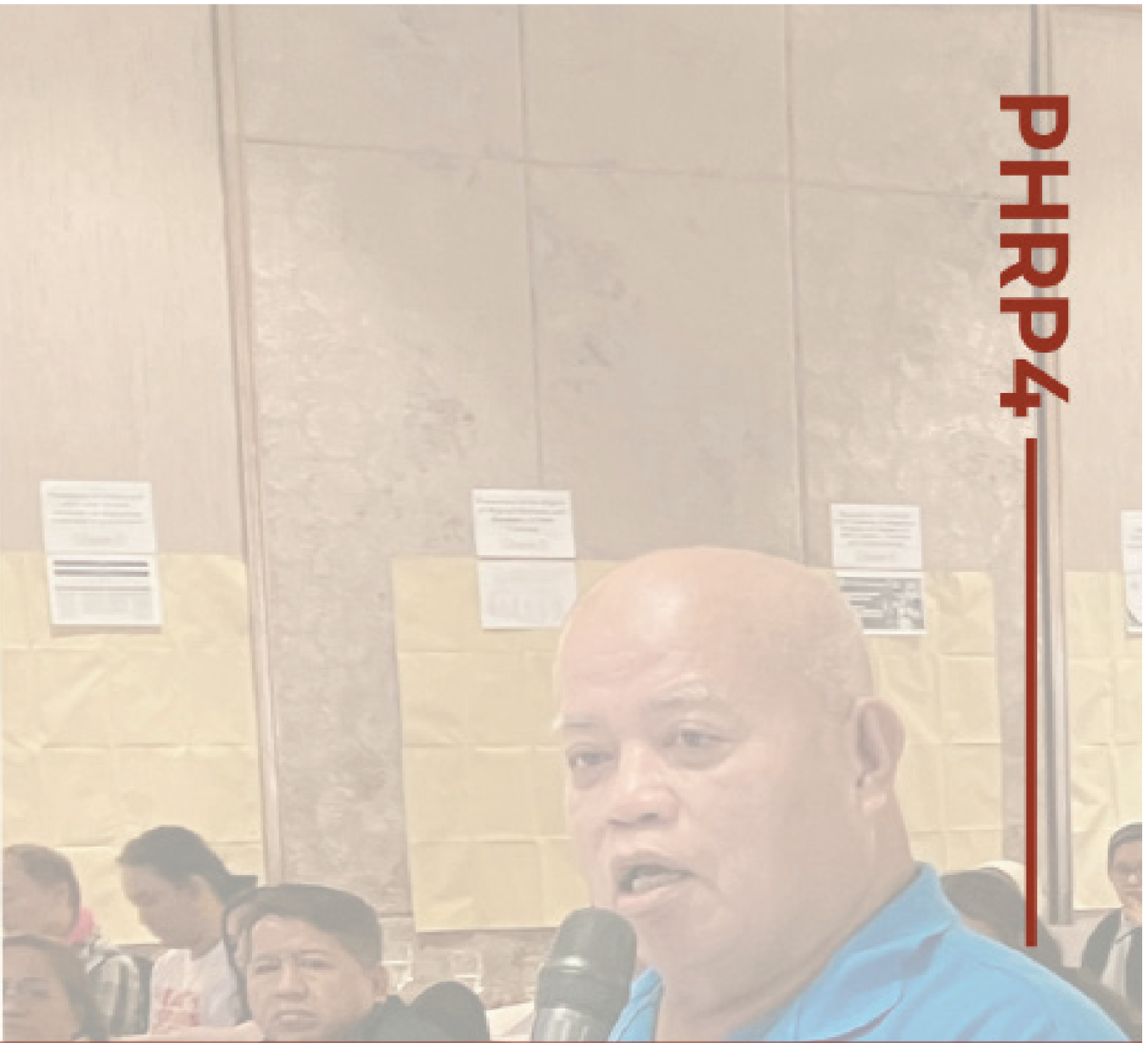
MATRIX 6: TARGET TRAINING PROGRAMS: 2024-2028

PHRP4 Stakeholders	Training Areas	Target Quarter: 2024-2028
FA/TWG/Cluster		
Private Sector		
Civil Society Groups		
NCIP	ADMO Operations management capability development	Q4 2025
NCIP	Formulation of modules Operationalization of Regional IPRA Academy (determination of resource speakers/ subject matter experts)	Q1 2026
DILG, BARMM, counterpart agencies	Capacity development on local legislation (Local Government Academy) IEC on IPMR Burial and other Benefits, and other Guidelines to LGUs and IP Communities	Q1 2026
NCIP ADDs (PNP, DENR) ADMO (CDA, NYC, PCW, DILG, DICT, LGUs, DSWD), BARMM counterpart agencies	Conduct of training to IPOs, IPMRs, ADMOs, ADDs • Governance processes and decision-making within IP Communities • Roles and responsibilities of IPOs, IPMRs, ADMOs (on financial management, record-keeping, conflict resolution, and peace and order), and ADDs • Ancestral domain management practices (e.g., resource management, sustainable development)	Q1 to Q4 2025
DENR	• Capacitate the ADMO on responding and managing forest fire to be able to develop an action plan specifically on protected and conservation areas IECs (resource speakers) on: - Implementation of the national greening program and local reforestation projects; - Enhanced and responsible mineral extraction industry; and - Interventions for climate change mitigation through biodiversity and ecosystems preservation, protection, and adaptation programs.	Q2 2025
CCC	Train ICCs on climate change adaptation, including planning, implementation, and the Climate Change Commission's monitoring and evaluation methodologies.	Q2 2025
DPWH, LGUs, BARMM counterpart agencies	Capacity building for ADMO by GCEs/LGUs (as support for construction of physical ADMO)	Q2 2025
NCIP and CSOs	Awareness training on FPIC process	Q1 to Q4 2026-2027
NCIP	Development of Training Module on FPIC process in partnership with NGAs/NGOs/CSOs	Q1 to Q4 2026-2027
NCIP	Module formulation Conduct of trainer's training to fully implement the FPIC process	Q1 to Q4 2024
NCIP, DILG, PIA/PNA, BARMM counterpart agencies	• Conducted of IECs/Information Drive to IP Communities, NCIP as implementing agency and to all NGAs, NGOs/CSOs, private institutions, other stakeholders • Conducted of technical roll out/training to NCIP Regional Offices and Units to fully implement the FPIC process • Strategic communication/Advocacy communication	Q1 to Q4 2025
NCIP	Conduct capability-building workshops for NCIP field staff on FPIC implementation and enforcement in strengthening of implementation and enforcement of FPIC process	Q1 to Q2 2024-2025

PHRP4 Stakeholders	Training Areas	Target Quarter: 2024-2028
NCIP, DSWD, DepEd, DOH, TESDA, CDA, DPWH	• Assist in the organization of cooperatives • Provision of capacity building and skills training on marketing • Facilitate the access to other trainings under different agencies • Offering Senior High School subjects on weaving, brass cutting, organic farming, eco-tourism, and other avenues for culture-based tourism that can interact with the local community cooperatives • TWG forIP Educationimplementation • DepEd IPRA Rights-Based Education Framework • Provision for Midwifery and Medicine • Establishment of data management and monitoring system on ICCs/IPs rights to cooperative and basic services violations	• For verification/ confirmation as to the target (CDA) • 7,500 beneficiaries per quarter (TESDA)
DAR, DENR, NCIP, LRA, DOJ	• Conduct of inter-agency forums and writeshops • Rampant land grabbing and illegal occupation, entry of illegal migrants, and selling of lands caused by the absence of CADTs and CALTs for non-delineated and unregistered ADs/ALs	Q4 2025
CHR recommendation	Organize advocacy campaigns to raise awareness and support.	Q1 to Q4 2028
CHR recommendation	Conduct legal awareness campaigns in communities.	Q1 to Q4 2028
CHR recommendation	Develop data analytics training programs for staff.	Q1 to Q2 2028
CHR recommendation	Conduct workshops and seminars on human rights.	Q1 to Q4 2024-2025
PSA and NCIP	Conduct of training for the non-IP enumerators Assist non-IP enumerators to the IP communities during census.	Before the decennial census 2024-2028
CHR and PHRCS	Conduct of public awareness campaigns Thematic Objective B/HRIAC 2 Consultations with civil society. The Committee recommends that the State party continue consulting and increasing its dialogue with civil society organizations working in the area of human rights protection, in particular those working to combat racial discrimination, in connection with the preparation of the next periodic report and in follow-up to the present concluding observations. TPOA 2: Public awareness, education, and training	Annually 2024-2028
CHR, PHRCS	Conduct of public awareness campaigns Thematic Objective B/HRIAC 2 Consultations with civil society. The Committee recommends that the State party continue consulting and increasing its dialogue with civil society organizations working in the area of human rights protection, in particular those working to combat racial discrimination, in connection with the preparation of the next periodic report and in followup to the present concluding observations. TPOA 3: Strengthening mechanisms for human rights against trafficking	Annually 2024
DOJ, DFA	Conduct of capacity-building workshops Thematic Objective B/HRIAC 3 Situation of asylum seekers, refugees, stateless persons, and persons at risk of statelessness. The Committee recommends that the State party: (a) Takes steps to enact comprehensive legislation on the protection of the rights of refugees, asylum seekers, stateless persons, and persons at risk of statelessness, including provisions for fair procedures for the consideration of applications and the determination of status, in accordance with international standards; (b) Takes further measures to collect qualitative and quantitative data on the asylum seekers, refugees, stateless persons, and persons at risk of statelessness in the country to assess their protection needs; and (c) Strengthens local civil and birth registration mechanisms in geographically isolated and conflict-affected areas to scale up civil and birth registration. TPOA 1: Access to justice and due process	Q1 to Q4 2027

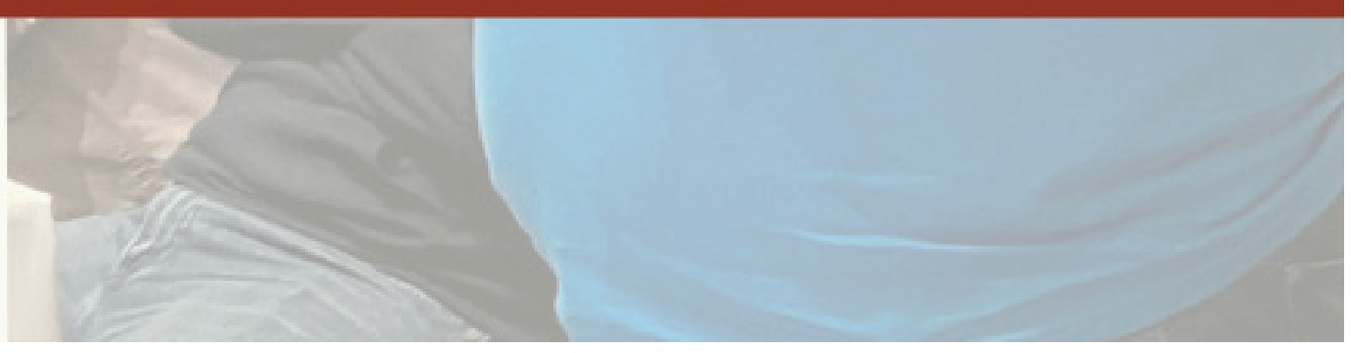
PHRP4 Stakeholders	Training Areas	Target Quarter: 2024-2028
DOJ, PLLO, PHRCS, Congress	Conduct of interactive workshops, case study, role-playing Thematic Objective B/HRIAC 3 Situation of asylum seekers, refugees, stateless persons, and persons at risk of statelessness. The Committee recommends that the State party: (a) Takes steps to enact comprehensive legislation on the protection of the rights of refugees, asylum seekers, stateless persons, and persons at risk of statelessness, including provisions for fair procedures for the consideration of applications and the determination of status, in accordance with international standards; (b) Takes further measures to collect qualitative and quantitative data on the asylum seekers, refugees, stateless persons, and persons at risk of statelessness in the country to assess their protection needs; and (c) Strengthens local civil and birth registration mechanisms in geographically isolated and conflict-affected areas to scale up civil and birth registration. TPOA 2: Protection from discrimination and xenophobia	Q1 to Q4 2024-2028
DOJ, NBI, CHR	• Conduct of public awareness campaigns • Conduct of capacity building for authorities Thematic Objective B/HRIAC 3 Situation of asylum seekers, refugees, stateless persons, and persons at risk of statelessness. The Committee recommends that the State party: (a) Takes steps to enact comprehensive legislation on the protection of the rights of refugees, asylum seekers, stateless persons, and persons at risk of statelessness, including provisions for fair procedures for the consideration of applications and the determination of status, in accordance with international standards; (b) Takes further measures to collect qualitative and quantitative data on the asylum seekers, refugees, stateless persons, and persons at risk of statelessness in the country to assess their protection needs; and (c) Strengthens local civil and birth registration mechanisms in geographically isolated and conflict-affected areas to scale up civil and birth registration. TPOA 2: Protection from discrimination and xenophobia	Q1 to Q4 2024-2028
PSA, PNP, AFP, NCIP	Conduct of awareness campaigns on birth registration and nationality	Q2 2024-2025
DTI	Conduct training sessions for businesses in the context of the right of IPs to ancestral domains/lands.	Q3 2025
CHR	Develop and implement awareness campaigns on UNGP.	Q2 2024
CHR, DTI	Organize training workshops for stakeholders on UNGP.	Q3 2025

PHRP4



PROTECTION OF THE RIGHTS OF MIGRANT WORKERS AND MEMBERS OF THEIR FAMILIES

CHAPTER 7



CHAPTER

7

PROTETION OF THE RIGHTS OF MIGRANT WORKERS AND MEMBERS OF THEIR FAMILIES

Introduction

The Philippines has a robust legal and regulatory framework for the protection of the rights of migrant workers and members of their families. The framework consists of international obligations and agreements and national laws and regulations geared to ensure that migrant workers, regardless of their nationality or status, are treated with dignity and respect, and that their rights are upheld both in their home country and in the host nation.

At the international level, the Philippines is a signatory to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICMW), adopted by the United Nations (UN) in 1990. This convention is the most comprehensive treaty addressing migrant workers' rights, covering protections for both regular and irregular migrants. It guarantees basic human rights such as fair treatment, nondiscrimination, and protection from violence and abuse.

Additionally, the Philippines has ratified International Labour Organization (ILO) conventions that guarantee fundamental rights at work and offer protection against exploitation.

The Philippines is also one of the 15 champion countries for the Global Compact on Safe, Orderly, and Regular Migration, a blueprint for cooperation and shared responsibilities on the welfare of migrants and their families.

Lastly, the Philippines is one of the signatories to the Palermo Protocol or the UN Protocol to Prevent, Suppress, and Punish Trafficking in Persons.

The Philippines has established administrative mechanisms to fulfill its obligations under the international conventions and agreements by aligning its national laws and regulations to the international instruments it has ratified.

In 2024, the Philippines celebrated its 50 years of innovative labor migration management, which stemmed from the enactment of the Philippine Labor Code in 1974 that defined the responsibilities of the private sector in protecting the rights of migrant workers, established strict licensing and due diligence processes in all the stages of the migration cycle, and paved the way for social protection programs. Republic Act (RA) No. 8042 or the Migrant Workers Act of 1995 and its amendments, criminalized illegal recruitment practices and defined prohibited acts that violate the rights of migrant workers to fair and decent work, access to justice and effective redress, and protection against violence and discrimination while at work. RA 9208 or the Anti-Trafficking in Persons Act and its amendments defined the elements of trafficking in persons as a crime and guarantees the rights of trafficked persons to legal protection and mandatory services.

The creation of the Department of Migrant Workers (DMW) under RA 11641 in 2021 addressed the needs and concerns of its largest workforce, the Overseas Filipino Workers (OFW). The DMW law consolidated several government agencies to streamline processes to provide holistic, more efficient, and effective programs and services to OFWs. The DMW proactively participates in regional and multilateral fora to further advance OFW's rights, protections, and development.

In facilitating the rights of migrant workers in the Philippines, the Department of Labor and Employment (DOLE) plays a key regulatory role in overseeing the employment of foreign nationals through the issuance of the Alien Employment Permit (AEP). The AEP serves as a regulatory mechanism to ensure that issuance of permits of foreign nationals adheres strictly to the principles of nondiscrimination in employment and occupation, and is evaluated solely on the basis of objective factors.

The AEP is not an exclusive authority to work, but is a fundamental requirement in securing a work visa or permit to stay in the Philippines for employment purposes. To further strengthen regulatory oversight and ensure whole-of-government coordination, DOLE works closely with other national government agencies involved in the employment and monitoring of foreign nationals.

The DOLE implements the Joint Memorandum Circular (JMC) No. 001, series of 2019, issued jointly by Department of Justice (DOJ), Department of Foreign Affairs (DFA), Department of Finance, DOLE, Department of Environment and Natural Resources (DENR), Bureau of Internal Revenue (BIR), Bureau of Immigration (BI), Professional Regulation Commission (PRC), and National Intelligence Coordinating Agency, which outlines the Rules and Procedures Governing Foreign Nationals Intending to Work in the Philippines and formally establishes the Inter-Agency Task Force on the Employment of Foreign Nationals. This inter-agency platform facilitates policy coherence and coordinated enforcement.

In addition, the DOLE-DOJ-BI-BIR Joint Guidelines No. 01, series of 2019 aim to clarify and harmonize existing regulations concerning the issuance of appropriate permits to foreign nationals who intend to work, perform specific activities, and/or render services in the Philippines.

To respond to emerging challenges and streamline AEP processes, the DOLE conducted a comprehensive review of the existing guidelines on the AEP for foreign nationals in 2024. The review aims to enhance transparency, reduce processing time, and strengthen safeguards against abuse, while ensuring a balance between the need for foreign expertise and the protection of the local labor market. The proposed updated rules are undergoing further refinement and inter-agency consultation prior to their official issuance.

SECTION 1: ASSESSMENT OF THE 3RD PHILIPPINE HUMAN RIGHTS PLAN

The 3rd Philippine Human Rights Plan (PHRP3), implemented between 2018 and 2022, set several objectives and programs of actions aimed at enhancing the protection of the rights of migrant workers and their families. This assessment provides an overview of achieved, partially achieved, and unaccomplished objectives.

A. Achieved Objectives and Programs of Action

The UN Committee on the Protection of the Rights of All Migrant Workers and their Families, during the Revalida session held in February 2023, noted the significant progress made by the Philippine

government in addressing the human rights issues faced by migrant workers and their families since the last report in 2014. The Committee also noted the demonstration of political will to promote a rights-based approach to labor migration and migration governance, including the creation of the DMW mandated to implement a whole-of-government approach to this end.

The DMW has successfully simplified government transactions, making it more convenient for OFWs to access services such as job placement and membership registration. This initiative has led to improved efficiency in processing applications and reduced waiting times, particularly through the implementation of a single-window and single-door approach. Additionally, significant progress has been made in reducing recruitment costs for OFWs, further alleviating their financial burdens. It has also bolstered career advocacy by enhancing coaching and counseling services for Filipinos seeking employment both locally and abroad. The department's efforts to become a "One Connected Government" have facilitated more seamless transactions, including the application process for passports. Furthermore, the DMW has encouraged overseas Filipinos and their families to take an active role in national and local development planning. To support reintegration, the department has promoted community-based training, especially targeting returning and repatriated OFWs, helping them rebuild their careers upon their return.

B. Partially Achieved Objectives and Programs of Action

While substantial strides have been made, certain objectives remain as work-in-progress. The DMW, Technical Education and Skills Development Authority (TESDA), and other agencies have provided some opportunities for skills development and re-tooling for OFWs, but access to high-quality and relevant Technical Vocational Education and Training (TVET) opportunities needs further expansion. Online services for employment facilitation have been strengthened, but they still require enhancement to ensure wider accessibility and improved functionality. Regulations concerning the reintegration of OFWs into the domestic economy have been reviewed, but concrete mechanisms for their effective implementation are still in development. Additionally, while there have been improvements in technology for counseling, and a 24/7 action line for OFWs in distress, further efforts are needed to optimize these platforms, particularly for the monitoring of victims of illegal recruitment and human trafficking. Progress continues in increasing OFW access to economic opportunities in the industry and service sectors, and reintegration initiatives have shown promise, though their full potential has yet to be realized. Lastly, the department has taken initial steps toward creating a mechanism through which overseas-based experts can share their knowledge with local industries and academia via information and communications technology (ICT), though this initiative is not yet fully operational. Similarly, a database monitoring OFWs with specific expertise is under development but is not yet complete.

C. Unachieved Objectives and Programs of Action

One of the primary unachieved objectives is the harmonization of administrative and field data on international migration, as well as human trafficking-related data across various government agencies. Despite efforts to improve data coordination, a unified system for managing and analyzing migration and human trafficking data has yet to be implemented. This remains a critical gap in ensuring effective, evidence-based, data-driven policy formulation, monitoring, and reporting on the status and welfare of overseas Filipinos.

SECTION 2: HUMAN RIGHTS-BASED SITUATION ANALYSIS AND ROLE AND CAPACITY GAPS ANALYSIS OF PHRP4 STAKEHOLDERS

A. Continuing human rights issues and concerns (HRIAC) from the PHRP3 on the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families (CMW) implementation

HRIAC No. 1: The need to improve the delivery and accessibility of service to OFWs and their families, as well as stakeholders in overseas employment

Human rights issues concerning OFWs and their families remain a critical concern in the Philippines, necessitating improvements in the delivery and accessibility of government services. OFWs often face vulnerabilities such as exploitative working conditions, human trafficking, and illegal recruitment, making it imperative for the government to enhance protective measures. The Migrant Workers and Overseas Filipinos Act of 1995 (RA 8042), as amended by RA 10022, emphasizes the State's commitment to upholding the rights and dignity of OFWs. However, gaps in the implementation of these protections persist, particularly in ensuring legal aid, health services, and reintegration support are accessible. The Philippine Development Plan (PDP) 2023-2028 stresses the need for more efficient service delivery to OFWs, aligning with the Sustainable Development Goals (SDGs), especially Goal 8, which advocates for decent work and economic growth, including the promotion of safe and fair migration. The government must intensify its efforts by digitization and streamlining services, improving inter-agency coordination, and using technology to provide real-time assistance to OFWs and their families. This will not only address immediate human rights concerns but also foster long-term socioeconomic inclusion for migrant workers in national development plans.

HRIAC No. 2: Proliferation of fraudulent work schemes, especially in social media platforms for employment abroad

The widespread proliferation of fraudulent employment schemes by illegal recruiters, particularly through social media, remains a critical human rights concern. These schemes exploit the largely unregulated nature of social media platforms, complicating efforts to combat illegal recruitment and human trafficking, illegal recruiters frequently masquerade as legitimate entities, using deceptive tactics such as imitating the names, logos, and addresses of DMW-licensed agencies to deceive prospective OFWs. Through false job advertisements, fabricated testimonials, and empty promises of high-paying jobs abroad, these fraudulent actors prey on the vulnerabilities of job seekers.

The Anti-Illegal Recruitment and Trafficking in Persons (AIRTIP) program stands as the cornerstone of the Philippine government's commitment to safeguarding the rights and welfare of Filipino workers. Managed by the DMW, this comprehensive program directly addresses the longstanding issues of illegal recruitment and human trafficking. The AIRTIP program places a strong emphasis on providing legal assistance to victims, educating potential migrant workers, and fostering collaborative efforts with local government units (LGUs). It aims to create a safer, better-informed environment for Filipinos aspiring to work overseas.

This program operates in tandem with key legislative frameworks, particularly RA 8042 (Migrant Workers and Overseas

Filipinos Act of 1995) and RA 9208 (Anti-Trafficking in Persons Act of 2003), as amended by RA 10022 and RA 10365. These laws underscore the Philippines' strong stance against illegal recruitment and human trafficking.

Furthermore, the National Anti-Illegal Recruitment Case Monitoring System, managed by the National Bureau of Investigation (NBI) in coordination with DMW, DOLE, BI, and Philippine National Police (PNP), serves as a critical tool for tracking, reporting, and addressing illegal recruitment activities. This system enhances inter-agency cooperation, ensuring a robust response to these crimes and strengthening the protection of OFWs.

HRIAC No. 3: The need to strengthen the capacity of duty-bearers, especially the DMW overseas personnel to deliver gender-sensitive responses

Recognizing the protection and promotion of the rights and welfare of migrant workers as the top priority of the Department, and as part of its mandate, the need to strengthen the capacity of duty-bearers — the DMW personnel must be realized to align with the Civil Service Commission's (CSC) mission and strategic objectives to become Asia's Leading Center of Excellence for Strategic Human Resource and Organizational Development by 2030. According to Section 6 of RA 11641 "Department of Migrant Workers Act," the Department shall develop and create a training institute that will provide substantive, analytical, and strategic leadership training programs meant to equip employees of the Department, especially those who will be working overseas, with necessary knowledge and skills, such as, but not limited to, the language, customs, traditions, and laws of the host countries where OFWs are located, with due regard to the training services being provided by the Foreign Service Institute of the DFA. The training shall also include effective means and methods in handling concerns of OFWs.

Further, in support of Chapter 14 of the PDP 2023-2028, focusing on the Practice of Good Governance and Improve Bureaucratic Efficiency – particularly in producing competent, motivated, agile, and resilient public servants, such target would not be attainable without transforming the Department's human resource in advancing human capital development and harmonizing capacity-building initiatives through the adoption of a more purposive and programmatic approach to developing new competency frameworks for civil servants, focusing on linking the Public Management Development Program vis-à-vis the revitalized National Government Career Executive Service (CES) Development Program.

In addition, Sustainable Development Goal 16 in Peace, Justice, and Strong Institutions encompasses the concept of good governance as it recognizes and values the rule of law – having the goal of eradicating corruption and promoting a peaceful and inclusive society through the building of effective, accountable, and inclusive institutions at all levels.

HRIAC No. 4: The need to improve the delivery and accessibility of services to OFWs and their families, as well as stakeholders in overseas employment

Realizing the need to provide better protection and empowerment to prospective overseas Filipino workers, a comprehensive education program is needed to empower the information-seeking public. It is perceived that empowerment programs, such as education and organization, could equip migrants with individual and collective consciousness and increased capacity to assert their labor and human rights, which may provide the key to the reduction of widespread abuses in the overseas workplace. This also presents a possible area of cooperation between the Philippine missions overseas and non-governmental organizations (NGOs) as

well as church-based groups who have been active in migrant work. It is perceived that empowerment programs, such as education and organization, could equip migrants with individual and collective consciousness and increased capacity to assert their labor and human rights, which may provide the key to the reduction of widespread abuses in the overseas workplace.

The Comprehensive and Integrated Public Education Program (CIPEP) was a harmonized orientation program initiated by the DMW throughout the migration cycle, which helps prospective Filipino migrant workers make informed decisions on whether foreign employment is right for them, and later, equips current migrant workers with information about labor laws, sociocultural norms, and practices and helpful tips to succeed in their foreign workplaces up to their eventual return and reintegration in their respective communities. The CIPEP is composed of the Pre-Employment Orientation Seminar (PEOS), Pre-Departure Orientation Seminar (PDOS), Post-Arrival Orientation Seminar (PAOS), and Pre-Migration Orientation Seminar (PMOS). Although the Philippines has bolstered the program nationwide and became the only labor-sending country with formal implementation of CIPEP for prospective applicants for overseas employment and migrant workers, a uniform module may not effectively cater to the learning needs of both highly skilled professionals and those with limited formal education. There is a need to tailor-fit the modules because migrant workers possess diverse skill sets and educational backgrounds, as well as destination countries.

Likewise, a training-seminar intervention is intended for OFWs with regard to achieving effective financial planning and management of their hard-earned earnings from overseas employment. Financial awareness seminars conducted by the National Reintegration Center for OFWs can transform the mindset of OFWs and their families to become investors and entrepreneurs.

HRIAC No. 5: Continue protecting the rights and promoting the welfare of OFWs and their families to decent work and living conditions and social integration in host countries

In reference to the resolution adopted by the General Assembly on 19 December 2018, adopting the Global Compact for Safe, Orderly and Regular Migration, the Philippines has established institutional efforts and measures in response to the needs of its migrants aligned with the 23 objectives for safe, orderly, and regular migration, the Philippines adhere strongly in the international resolution/framework aimed at addressing every facet of international migration.

Further, the Philippines cooperates with member states to effectively manage migration while ensuring the protection of migrants' rights strongly conforms to the resolution. Thus, ultimately looking after the welfare of overseas Filipino workers and members of their families waiting for their return in the Philippines.

HRIAC No. 6: The need for continuous social dialogue with stakeholders in overseas employment for research and policy development and rule-making

Capturing the multifaceted and multidimensional aspects of migrant workers and their families is a shared responsibility by migration governance actors in the Philippines. While institutions are in place that consistently engage relevant stakeholders, there is still room for improvement to proactively implement a whole-of-government and whole-of-society approach in migration governance.

With recent government restructuring, it is essential to revisit governance mechanisms that foster deliberative governance, ensuring the active participation of stakeholders — government, civil society, international bodies, migrant workers' groups, and in this specific context, the academe, researchers, and scholars in labor migration.

Currently, governance efforts focus on migrant workers departing the country

for overseas employment. However, greater attention needs to be given to foreign workers arriving in the country for employment. The former now amounts to two million Filipinos worldwide, while the latter includes almost seventy thousand alien employment permits issued in 2023 alone — a 10% leap from the previous year.[69]

As the State progressively works toward fulfilling the 23 objectives of the Global Compact for Safe, Orderly and Regular Migration (GCM), it must begin with its first objective of prioritizing data for policy development. Additionally, it should align with the 16th objective, which is to empower migrant worker stakeholders as partners in data-gathering and policy formulation.

HRIAC No. 7: Review of all bilateral, regional, and multilateral agreements concluded with destination countries engaging OFWs and the eventual need for new country destinations/new markets for Filipino labor

The review of bilateral, regional, and multilateral agreements with countries hosting OFWs is crucial to addressing human rights concerns and ensuring the protection and welfare of Filipino migrant workers. Many OFWs face exploitation, discrimination, and lack of labor rights protection in destination countries, necessitating a re-examination of existing agreements. The Migrant Workers and Overseas Filipinos Act of 1995 (RA 8042), as amended by RA 10022, mandates the Philippines to engage only with countries that guarantee the protection of OFWs, ensuring they enjoy rights to fair treatment, equal pay, and access to legal recourse. Furthermore, the PDP 2023-2028 emphasizes the need for strategic partnerships with labor-receiving countries to improve conditions for OFWs while exploring new labor markets that offer safer environments and better opportunities for Filipino workers. Aligning with SDG 8, which advocates for decent work and economic growth, these agreements should prioritize safe and fair labor migration, protecting workers' rights and ensuring economic justice. In this context, strengthening international labor standards through existing agreements and forging new partnerships is essential to safeguarding the human rights of Filipino workers abroad, while opening up new, more ethical markets for labor deployment that align with national human rights laws and global development goals.

HRIAC No. 8: Invisibility of persons with disabilities in the database of migrant workers and the lack of programs specifically targeting them

The invisibility of marginalized groups, including persons with disabilities (PWDs), women, older adults, and culturally diverse individuals within the database of migrant workers, highlights significant human rights issues in the Philippines. This lack of representation exacerbates their exclusion from essential services and programs designed to safeguard the rights and welfare of OFWs. The Magna Carta for Persons with Disabilities (RA 7277) ensures the rights of PWDs, yet gaps remain in its implementation for migrant workers. The PDP 2023-2028 recognizes the importance of inclusivity, but it lacks specific initiatives targeting these diverse groups within the context of migration. Furthermore, SDG 10 calls for reduced inequalities, reinforcing the need for inclusive strategies that account for gender, age, and cultural diversity. It is crucial to develop a comprehensive database that accurately reflects the demographics of migrant workers and to implement targeted programs that address the unique needs of these groups, ensuring equitable access to opportunities and protections as the country continues to promote labor migration as a key aspect of economic growth.

[69] There is 10.81% increase from 2022's 62,349, with a total of 69,912 Alien Employment Permits (AEP) issued in 2023 (source: Department of Labor and Employment - Bureau of Local Employment).

SECTION 3: STATEMENT OF THEMATIC GOALS AND OBJECTIVES

Goal Statement – To develop, implement, and maintain policies and programs for migrant workers and members of their families that will protect their rights, promote their welfare, and facilitate their safe and productive reintegration into their communities toward a rights-based approach to labor mobility and migration governance

Objective A – To address and resolve all continuing HRIACs related to the protection of the rights of migrant workers and members of their families under the PHRP3 within the next five years

Objective B – To address emerging HRIACs arising from engagements with international and regional human rights mechanisms and other stakeholders

SECTION 4: STATEMENT OF OUTCOME, INDICATORS, AND TARGETS FOR IMPROVEMENT

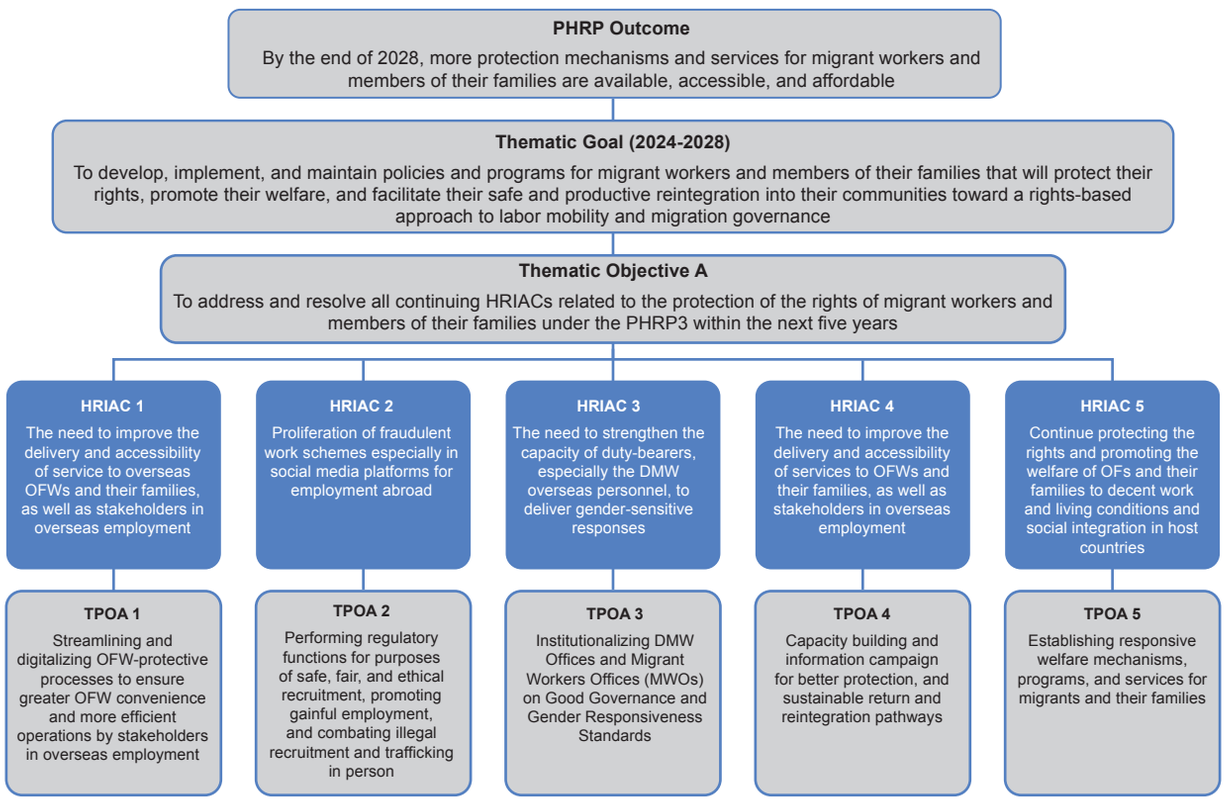
Outcome Statement

By the end of 2028, more protection mechanisms and services for migrant workers and members of their families are available, accessible, and affordable

Outcome Indicators and Target Improvements

Key Indicators	Baselines	Targets for Improvement
Licensed recruitment and manning agencies compliant with recruitment rules and regulations	367 or 31% of 1,186 (2024)	50% of licensed recruitment and manning agencies compliant with recruitment rules and regulations by 2028
Anti-Illegal Recruitment and Trafficking-in-Person partnership agreements with stakeholders evaluated and approved	100 (2024)	10% increase from the baseline data by 2028
Applications for licenses, Special Recruitment Authority, and Letter of Acknowledgment acted upon within the prescribed period	30 licenses, 5,619 SRAs, 3,197 LOAs (2024)	90% of applications for licenses, Special Recruitment Authority, and Letter of Acknowledgment acted within the prescribed period by 2028
Disposition rate of new adjudication cases filed	36.5% or 950 out of 2,600 (2024)	50% of disposition rate of new adjudication cases filed (January to June of current year) decided by year-end (December of the same year)
Licensed recruitment and manning agencies inspected and assessed	582 (2024)	100% of targeted licensed recruitment and manning agencies inspected and assessed

Figure 1 - Objective A TPOAs



OBJECTIVE A: To address and resolve all continuing HRIACs related to the protection of the rights of migrant workers and members of their families under the PHRP3 within the next five years

TPOA No. 1: Streamlining and digitalizing OFW-protective processes to ensure greater OFW convenience and more efficient operations by stakeholders in overseas employment

Key Indicator	Baseline	Performance Targets				
		2024	2025	2026	2027	2028
		N/A	Enhanced e-Registration system to be more user friendly, cultural inclusive, and including disability field Implemented a decentralized accreditation and verification system for MWOs	Monitored and continuously improved systems	Monitored and continuously improved systems	Monitored and continuously improved systems, and conducted impact assessment

Pressing human rights issues concerning the delivery and accessibility of services to OFWs and their families, as well as stakeholders in overseas employment, is the need to enhance digital systems for more inclusive, efficient, and accessible services. The e-Registration system, for instance, requires improvement to become more disability and culturally inclusive, ensuring that all OFWs, regardless of their physical capabilities or cultural backgrounds, can access essential services with ease. Additionally, streamlining current services would greatly reduce the complexity and the time involved in processing various employment-related documents, eliminating red tapes and delays. A major concern is the operationalization of a distributed Online Accreditation and Verification Processing System, which, unlike the current

centralized setup, would decentralize services while maintaining a centralized database for better coordination and ease of access across countries. Operationalization of mobile applications will make the DMW services secure and handy and making them available in remote areas. Operationalization of the Assistance to Nationals system would further bridge the gap, making services more readily accessible and responsive to the needs by centralizing the database with real-time updates. Finally, creating a Human Resource Information System (HRIS) for DMW employees is crucial for ensuring more efficient management of personnel and enhancing service delivery to stakeholders. Addressing these concerns is not only a matter of improving service efficiency but also of safeguarding employees' rights by ensuring their unhindered access to necessary services, which is essential for promoting sustainable development—encompassing economic viability, social equity, and environmental protection.

TPOA No. 2: Performing regulatory functions for purposes of safe, fair, and ethical recruitment, promoting gainful employment, and combating illegal recruitment and trafficking in person

Key Indicator	Baseline	Performance Targets				
		2024	2025	2026	2027	2028
Percentage of licensed recruitment and manning agencies compliant with recruitment rules and regulations	100% (328 out of 328) FY 2023	100% of licensed recruitment and manning agencies compliant with recruitment rules and regulations	100% of licensed recruitment and manning agencies compliant with recruitment rules and regulations	100% of licensed recruitment and manning agencies compliant with recruitment rules and regulations	100% of licensed recruitment and manning agencies compliant with recruitment rules and regulations	100% of licensed recruitment and manning agencies compliant with recruitment rules and regulations
Percentage of targeted AIRTIP partnership agreements with stakeholders evaluated and approved	30 out of 30 or 100%	Implemented percentage of targeted regulatory functions for purposes of safe, fair, and ethical recruitment, and combating illegal recruitment and trafficking in person	Implemented percentage of targeted regulatory functions for purposes of safe, fair, and ethical recruitment, and combating illegal recruitment and trafficking in person	Implemented percentage of targeted regulatory functions for purposes of safe, fair, and ethical recruitment, and combating illegal recruitment and trafficking in person	Implemented percentage of targeted regulatory functions for purposes of safe, fair, and ethical recruitment, and combating illegal recruitment and trafficking in person	Implemented percentage of targeted regulatory functions for purposes of safe, fair, and ethical recruitment, and combating illegal recruitment and trafficking in person
Revised AEP guidelines issued		Reviewed and finalized Guidelines through consultations	Officially issued and fully implemented Guidelines with periodic monitoring and evaluation	Periodic monitoring and review	Periodic monitoring and review	Periodic monitoring and review

To address the pressing human rights challenges posed by illegal recruitment and trafficking in persons, the aforementioned components and program will focus on strengthening regulatory functions to ensure safe, fair, and ethical recruitment practices while combating these illegal activities.

One priority is to enhance recruitment oversight. This will involve reinforcing the regulatory role of DMW by ensuring that recruitment agencies strictly adhere to ethical recruitment standards. There is a need to establish continuous monitoring mechanisms, conduct regular audits, and enforce stringent penalties for violations. In light of the growing misuse of social media by illegal recruiters, it is essential to engage digital platforms through partnerships with social media companies and law enforcement agencies, facilitating real-time detection and elimination of fraudulent recruitment schemes.

Enhancing cooperation among key law enforcement agencies, including the PNP, NBI, BI, and the DMW, is crucial. A coordinated approach will be vital for dismantling illegal recruitment syndicates, ensuring that intelligence sharing, real-time case monitoring, and rapid response protocols are effectively implemented. Furthermore, the program must enforce a zero-tolerance policy, whereby violators are prosecuted under existing legal frameworks, such as RA 8042 (Migrant Workers

and Overseas Filipinos Act) and RA 9208 (Anti-Trafficking in Persons Act). Providing comprehensive victim support, including legal aid, counseling, and repatriation, will also be a critical aspect of this program.

The DMW is responsible for organizing training sessions for regulatory and enforcement agencies to equip them with the necessary knowledge and skills to effectively handle illegal recruitment and trafficking cases, especially under the Revised Rules of Procedure. Moreover, workshops should be conducted for licensed recruitment agencies to ensure they maintain ethical recruitment standards and comply fully with the legal framework.

Public awareness will play a significant role in preventing trafficking in persons. The DMW should lead efforts to launch awareness campaigns that leverage multimedia platforms, including social media, in partnership with LGUs. These campaigns will inform potential migrant workers about the risks of illegal recruitment and highlight safe recruitment channels. Efforts should target high-risk areas through community-based prevention programs involving LGUs, civil society organizations (CSO), and other stakeholders. Furthermore, strengthening international cooperation with destination countries and global organizations will be essential to bolstering cross-border efforts to prevent trafficking.

The DOLE plays a key regulatory role in protecting the rights of migrant workers and promoting gainful employment opportunities in the Philippines by ensuring that employment of foreign nationals adheres to the principles of nondiscrimination and those arising from international instruments, bilateral agreements, mutual recognition agreements, and reciprocity clauses in the employment of foreign nationals.

In response to evolving labor market needs, the DOLE conducted a review in 2024 of the AEP guidelines, aimed at streamlining procedures, enhancing transparency, and strengthening safeguards for implementation in the years ahead.

DOLE and BI signed a Data Sharing Agreement 26 February 2024 to ensure that only legitimate foreign workers, duly vetted by the DOLE, are granted work visas and permits in the Philippines. Under the terms of the agreement, DOLE will provide BI with comprehensive data on foreign nationals issued AEP, certificates of exemption and exclusion, as well as information on cancelled and revoked AEPs and certificates of exemption that will serve as a resource for BI in verifying the information submitted by applicants seeking conversion to or extension of their 9(g) working visas. This is in line with PLEP 2023-2028 that DOLE strengthens its implementation of a responsive regulation of recruitment, placement, and related activities including employment of foreign nationals.

TPOA No. 3: Institutionalizing gender responsiveness and good governance in DMW

Key Indicator	Baseline	Performance Targets				
		2024	2025	2026	2027	2028
Percentage of programs and services that are gender responsive	N/A	N/A	100% of programs and services are gender responsive	100% of programs and services are gender responsive	100% of programs and services are gender responsive	100% of programs and services that are gender responsive
Percentage of DMW offices compliant with Anti-Red Tape Authority (ARTA) requirements	N/A	N/A	100% of DMW offices compliant with ARTA requirements	100% of DMW offices compliant with ARTA requirements	100% of DMW offices compliant with ARTA requirements	100% of DMW offices compliant with ARTA requirements

Women's rights are human rights. Given that women account for a large portion of the OFW population, gender and development must be mainstreamed in programs and services focusing on OFWs, with the objective of 1) preventing abuses and exploitation against women OFWs, 2) fostering economic empowerment of women OFWs and their

families, 3) promoting recognition and decent work of women OFWs in the care economy, and 4) ensuring gender equality in terms of economic and employment opportunities. The public value of these efforts may be enhanced through engaging stakeholders in mainstreaming gender and development in program and policy and program formulation and review. The aim is to empower women OFWs through awareness of their rights to gender equality and economic development and access to services that promote these rights.

As the main government agency mandated to protect the rights and promote the welfare of OFWs, the DMW will continue to ensure ease of transactions covering all its frontline or external services. All regional offices and MWOs will undertake the necessary capacity building on ease of doing business and good governance measures. A reengineering plan or roadmap will also be formulated to guide continuous service delivery improvement in the department through streamlining and digitalization innovation.

TPOA No. 4: Capacity building and information campaign for better protection, and sustainable return and reintegration pathways

Key Indicator	Baseline	Performance Targets				
		2024	2025	2026	2027	2028
Percentage of OFWs who have taken CIPEP						100% of OFWs have taken CIPEP
• CIPEP modules formally instituted and implemented • Rule IV, CIPEP composed of Public Education Program, Workers, Education Program, Partnerships with Stakeholders, Agency Education Program and Orientation of Principal/ Employers and OFW Onsite • PAOS & Orientation of Employers/ Principals-MWO, PMOS-NRCO, CAEP & PLOS-LRO, PDOS-OWWA, Pre-Flight Briefer-LAB and PEGPB, PEOS-PEGPB and SAB; and Partnership with Stakeholders-FSREB • The PEOS was transferred to PEGPB last January 5, 2024 by virtue of Memorandum No. 09 Series of 2024	• ___% of OFWs have taken the CIPEP • Online PEOS care of Management Information and Technology Service • Started face-to-face PEOS and by Zoom for year 2025	• Analyzed the current modules and inclusion of commitments from legal and international frameworks • Started the updating of PEOS modules depending on the participants for online and face to face - Conducted inter-office meetings with concerned offices for the transfer of PEOS - Series of meetings were held to the designated personnel on the enhancement of PEOS modules and conducted workshops on the last semester of 2024.	• Integrated new technologies and security measures on the online modules • Continuous updating of PEOS modules and conducts pilot presentation for General Public (GP) and Employment Permit System Workers in South Korea (blended by Zoom or face-to-face) • Started up the dissemination of three Online Services for Pre-Employment Services such as Creation of E-registration, Help Desk, and search of Job Order in DMW Website for walk-in aspiring applicants, started on the 1st semester of 2025 • To start rolling out of PEOS GP through face to face for GP for six provinces • Allotted two PEOS room/s located in PEGPB area; one room capacity for 12 participants while another room, capacity for 30 participants • Crafted brochures for PEOS	• Published trainers' manual, and accreditation and training of pool of trainers • Collaborative works with DMW Regional Offices in the rollout of PEOS and translation of the PEOS module to their general local dialect • Continued roll out of PEOS to multistakeholders and DMW Regional Offices	• Drafted omnibus guidelines on the CIPEP modules • Published trainers' manual, and accreditation and training of pool of trainers • Continuing rollout of PEOS to multi-stakeholders and DMW Regional Offices	• Established training rooms for walk-in participants • Continued conduct of PEOS for walk-in participants or through online • An additional area for the conduct of PEOS within DMW Building for a larger number of participants • Assessment of PEOS modules

Key Indicator	Baseline	Performance Targets				
		2024	2025	2026	2027	2028
Percentage of OFWs who have taken CIPEP						100% of OFWs have taken CIPEP
Percentage of OFWs with access to reintegration programs and services	4% (as of 2018)	NA	5%	6%	8%	10%

The DMW plays a crucial role in ensuring the welfare and preparedness of migrant workers, which calls for an action to explore potential gaps and opportunities for improvement of the CIPEP Migration Orientation Seminars. There is a need to identify commencement activities, areas to curtail work that has already been done in the past to set proper milestones and expectations, and realize the current situations of the CIPEP modules.

Tailoring CIPEP modules into various groups of participants would result in a more effective learning delivery and pedagogy. This may be done through a post-evaluation survey on the existing modules being used in the seminar-orientation, which provides information on the participants' experience, suitability, and applicability of each topic. The inclusion of true-to-life stories and realities of migration may lead to a more captivating and appealing tone.

As a GCM country champion, the Philippine government should consider the integration of treaties and international frameworks, which may include the National Action Plan on Fair and Ethical Recruitment and Sustainable, Gender-Responsive Return and Reintegration, Convention on the Elimination of All Forms of Discrimination Against Women, and Abu Dhabi Dialogue, among others.

New security measures and technology recommendations from emerging research studies should also be considered to keep up with the current security trends and integrity threats. Discussions may be conducted with key stakeholders to assess the applicability of modules. To cater to walk-in applicants' essential information relative to migration, a proposal for a creation of a training room or an audio-visual room fully equipped with computer sets and internet-of-things should also be prioritized in the PHRP4.

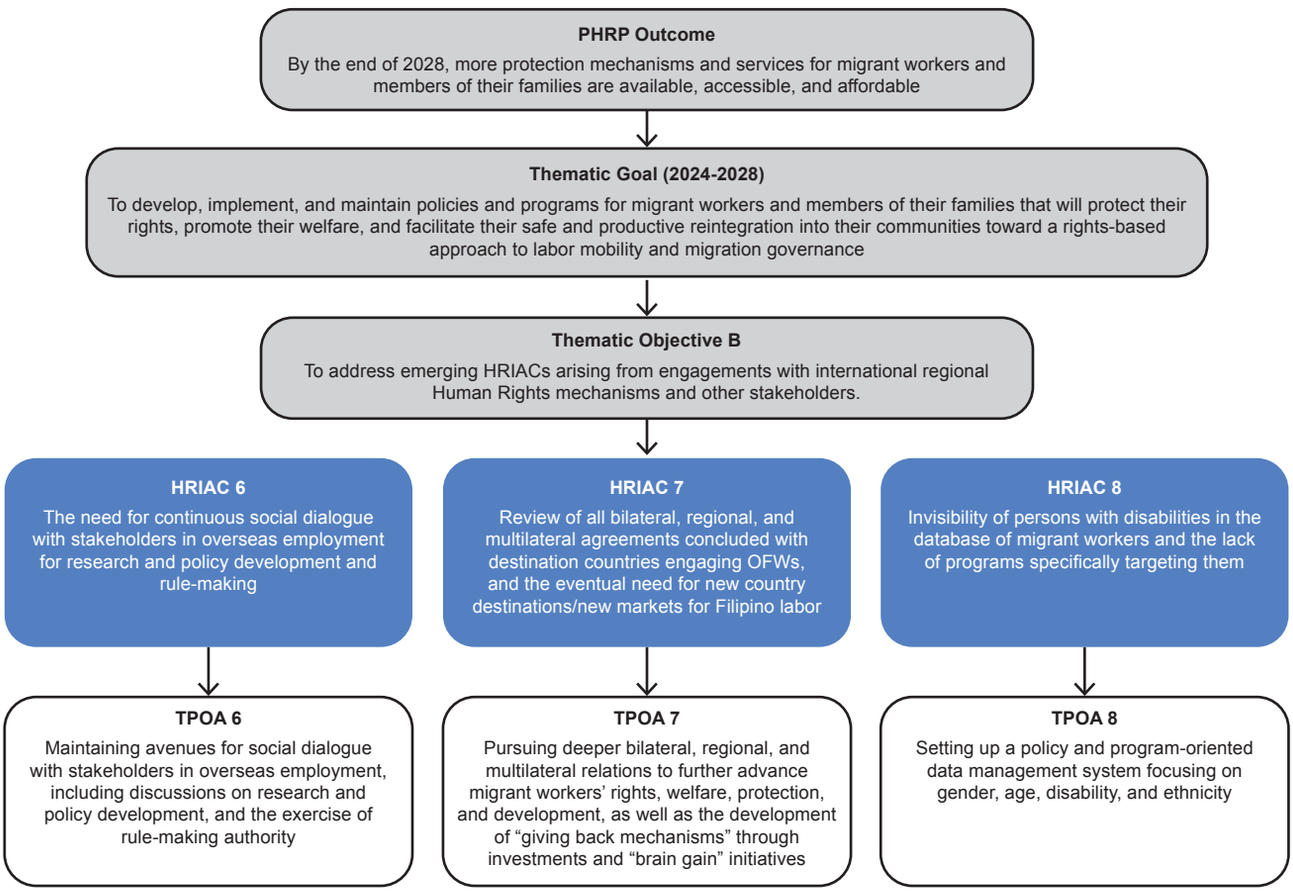
Conclusively, a continuing evaluation and monitoring of the CIPEP modules should be instituted to fully empower its participants, identify who attained knowledge retention, and determine the number of applicants with a desire to work overseas and successfully migrated through safe, fair, and ethical recruitment channels.

TPOA No. 5: Establishing responsive welfare mechanisms, programs, and services for migrants and their families

Key Indicator	Baseline	Performance Targets				
		2024	2025	2026	2027	2028
Percentage of eligible requesting OFWs served	100%	Served 100% of eligible requesting OFWs	Served 100% of eligible requesting OFWs	Served 100% of eligible requesting OFWs	Served 100% of eligible requesting OFWs	Served 100% of eligible requesting OFWs

Ensure services and all forms of assistance projects are provided in prioritizing and safeguarding migrant workers' welfare.

Figure 2 - Objective B TPOAs



OBJECTIVE B: To address emerging HRIACs arising from engagements with international regional Human Rights mechanisms and other stakeholders

TPOA No. 6: Maintaining avenues for social dialogue with stakeholders in overseas employment, including discussions on research and policy development, and the exercise of rule-making authority

Key Indicator	Baseline	Performance Targets				
		2024	2025	2026	2027	2028
Research and studies conducted within prescribed timeline	100%	Conducted 100% of programmed research/studies	Conducted 100% of programmed research/studies	Conducted 100% of programmed research/studies	Conducted 100% of programmed research/studies	Conducted 100% of programmed research/studies
Policies formulated and informed from consultations with stakeholders	100%	Consulted/ Disseminated 100% of proposed and new policies	Consulted/ Disseminated 100% of proposed and new policies	Consulted/ Disseminated 100% of proposed and new policies	Consulted/ Disseminated 100% of proposed and new policies	Consulted/ Disseminated 100% of proposed and new policies

The DMW is committed to adopting a whole-of-government and whole-of-society approach to data-informed labor migration governance. It shall lead the development of an inclusive Labor Migration and Development Research Agenda in 2025, which will be implemented from 2025 to 2028. A new agenda will be adopted thereafter for subsequent years. The first agenda, which is set to launch in 2025, will be aligned with the priorities and commitments identified in the Ambisyon 2040, the PDP 2023-2028, National Development Goals, and other pertinent and relevant instruments and development plans it is party to, including this PHRP4.

In 2024, the DMW convened a Data Summit that gathered scholars and researchers on labor migration in the Philippines, government, and civil society stakeholders. The Data Summit concluded that the DMW must adopt a new paradigm in labor migration governance, one that increasingly relies on data and evidence in policy development for Filipino migrant workers and their families. This approach should allow the flexibility of direct deliberation of policies with the presence of migration experts and migrant workers.

A key component in the creation of the DMW is the establishment of the Institute for Advanced and Strategic Studies on Migration and Development. The Institute serves as a research think-tank, analyzing latest and anticipated trends in labor migration, and embarking on studies affecting Filipino migrant workers and their families. In collaboration with pertinent stakeholders, research and other studies on labor migration and development shall be conducted annually, with the aim of providing evidence-based guidance for policy formulation.

True to its commitment to the whole-of-society approach in governance, the Department, through the Foreign Stakeholders Relations and Engagement Bureau, regularly conducts roundtable discussions, townhall, and consultation meetings to discuss issues and concerns affecting its stakeholders. These engagements shape policy decisions and interventions. Additionally, through these engagements, the DMW is able to introduce and promote new policies, programs, and activities raising awareness among stakeholders.

Through the DMW Stakeholders Summits, the department gathers stakeholders from the business sector (foreign recruitment agencies and direct employers) in the host country to provide a platform to:

- Recognize the technical, industrial, and commercial contributions of business owners in the destination country and their valuable contribution to the Philippine economy;
- Educate employers and foreign recruitment agencies on the current processes, rules, and regulations governing fair and ethical recruitment of Filipino migrant workers to ensure decent work for them and their families; and
- Promote international cooperation while strengthening long-lasting relationships with foreign stakeholders.

The DMW also continued to convene the Overseas Landbased Tripartite Consultative Council (OLTCC) and the Maritime Industry Tripartite Council (MITC) for tripartite advice and consultation to address issues and concerns involving land-based and sea-based workers. The OLTCC acts as an advisory body of the DMW Secretary in terms of policies and programs affecting labor and employment in the overseas employment sector, while the MITC acts as an advisory body to industry stakeholders in terms of policies and programs affecting labor and employment in the maritime industry.

Efforts to mainstream discussions about the welfare of foreign migrant workers in the Philippines shall also be progressively explored, in partnership with the DOLE. In addition, the Department of Health (DOH) steers the Philippine Migration Health Network (PMHN), which conducts symposia and other similar activities on migration health, such as the National Migration Health Conference, which will have its seventh run in 2026. The DOH shall also establish a Repository of Migration Health-Related Research for Filipino Migrants, Their Families, and Foreign Migrants in the Philippines in 2025. Lastly, the DMW, together with the DOH and their partner organizations, with the support of the ASEAN Secretariat, shall conduct a follow-up Compendium on Migrant Workers' Education and Safe Migration Programmes, this time with a focus on health and wellness.

TPOA No. 7: Pursuing deeper bilateral, regional, and multilateral relations to further advance migrant workers' rights, welfare, protection, and development, as well as the development of "giving back mechanisms" through investments and "brain gain" initiatives

Key Indicator	Baseline	Performance Targets				
		2024	2025	2026	2027	2028
Percentage of agreements and international initiatives incorporating new provisions and social protection programs	50 Bilateral Labor Agreements (BLAs)	Approved 100% of the targeted agreements and international initiatives incorporating new provisions and social protection programs	Approved 100% of the targeted agreements and international initiatives incorporating new provisions and social protection programs	Approved 100% of the targeted agreements and international initiatives incorporating new provisions and social protection programs	Approved 100% of the targeted agreements and international initiatives incorporating new provisions and social protection programs	Approved 100% of the targeted agreements and international initiatives incorporating new provisions and social protection programs

The thematic program of pursuing deeper bilateral, regional, and multilateral relations is essential to advancing the rights, welfare, protection, and development of OFWs while fostering mechanisms for "giving back" to the country through investments and "brain gain" initiatives. Revisiting and renewing BLAs and multilateral agreements should be prioritized to ensure that current labor practices align with evolving international labor standards, addressing emerging challenges faced by migrant workers. Additionally, the Philippines must take part in innovations within bilateral and multilateral negotiations, advocating for the inclusion of progressive elements that ensure the protection and welfare of migrant workers. For example, introducing Adopt-A-School and Adopt-A-Hospital programs and scholarship schemes within BLAs can help encourage overseas-based Filipinos to contribute to the education and healthcare sectors in the Philippines, enhancing their "brain gain" potential. The Philippines' active participation in global platforms like the International Labor Conference, particularly on discussions around the Care Economy, and in UN Revalida Rollout initiatives, will strengthen its influence in shaping international labor policies that protect the rights of migrant workers. These initiatives align with the Migrant Workers and Overseas Filipinos Act (RA 8042) and further the goals of the PDP 2023-2028, enhancing migrant worker protections while fostering economic and human capital development in the Philippines.

TPOA No. 8: Setting up a policy and program-oriented data management system focusing on gender, age, disability, and ethnicity

Key Indicator	Baseline	Performance Targets				
		2024	2025	2026	2027	2028
Percentage of processed/ documented migrant workers with comprehensive data on age, gender, disability, and ethnicity	2,500,000 OFWs	Revised forms to capture comprehensive data on disability and ethnicity	Rolled out the revised forms	100% of processed/ documented migrant workers with comprehensive data on age, gender, disability, and ethnicity Gender-fair language handbooks	100% of processed/ documented migrant workers with comprehensive data on age, gender, disability, and ethnicity	100% of processed/ documented migrant workers with comprehensive data on age, gender, disability, and ethnicity

The rights to equal employment opportunities and against discrimination extend to those who have disabilities and those of different ethnicities. To uphold these rights, policies and programs will have to rely on strong data sets that reflect specific circumstances and needs of OFWs across different demographic profiles. Thus, there is a need to foster gender-fairness in data and information resources. Toward this end, guidelines in gender-fair language and information shall be issued and implemented to address and prevent discrimination and abuses against marginalized groups and to promote their economic empowerment according to their specific circumstances and needs. Administrative data

collection will also be improved to reflect gender-fair and inclusive indicators, including that on persons with disabilities and those of different ethnicities.

The establishment of a policy- and program-oriented data management system that is gender, age, disability, and culturally inclusive is essential for ensuring equitable and comprehensive services for all migrant workers. Enhancing the e-registration system to capture critical demographic information—such as gender, age, disability status, and cultural background—will provide a more accurate and inclusive representation of the OFW population. This inclusive data collection will not only improve the accessibility and relevance of government services but also allow for better policy formulation that addresses the unique needs of these diverse groups. By strengthening data management practices, the system can assess trends related to gender, age, disability, and cultural inclusion, providing evidence-based insights for developing targeted programs that cater to marginalized and vulnerable sectors of the migrant worker population. These efforts align with the Magna Carta for Persons with Disabilities RA 7277, RA 9710 or the Magna Carta of Women, and the PDP 2023-2028, which advocate for inclusive development and equal access to opportunities. Ultimately, this approach supports the SDG, particularly SDG 10 on reducing inequalities and SDG 8 on promoting decent work and economic growth.

SECTION 6: PLAN OF WORK: 2024-2028

MATRIX 1: PLAN OF WORK: 2024-2028

Thematic Objective A: Continuing Human Rights Issues or Concerns Under the PHRP3

TPOA No. 1: Streamlining and digitalizing OFW-protective processes to ensure greater OFW convenience and more efficient operations by stakeholders in overseas employment

The welfare and protection of OFWs are of paramount importance to the Philippine government. To improve accessibility and convenience to OFWs, enhance the efficiency and transparency of operations in overseas operations, and provide better protection to OFWs through the use of technology, streamlining and digitalizing OFW-protective processes are essential.

The DMW aims to develop a more comprehensive and user-friendly mobile application to provide OFWs with easy access to essential services and information. It also plans to streamline the accreditation and verification processes for the Migrant Workers' Offices to improve efficiency and transparency. The DMW will create its own human resource management system to better manage its workforce to provide more effective support to the OFWs.

By implementing these initiatives, the Philippine government can ensure that OFWs receive the support and protection they need, while also promoting more efficient and effective operations for its stakeholders.

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/Assumptions and Mitigating Measures**
Year 2025						
Enhanced DMW Mobile Application	National	Update technical support and services	TBD	DMW-MITS	General Appropriations Act (GAA)	**Risk:** Cybersecurity risk **Mitigating Measures:** • Cybersecurity practices • Regular updates • Strong user education • Complaints with data protection laws
Digitized systems for MWOs accreditation and verification	National	Develop systems for MWOs accreditation and verification	TBD	DMW-MITS	GAA	**Risk:** Cybersecurity risk **Mitigating Measures:** • Cybersecurity practices • Regular updates • Strong user education • Complaints with data protection laws

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/Constraints/Assumptions and Mitigating Measures
Designed Human Resource Management Information System	National	Develop Human Resource Management Information System	Q3	DMW-MITS	GAA	
Year 2026	National	Monitoring and continuous improvement of systems	Continuing	DMW-MITS	GAA	
Year 2027	National	Monitoring and continuous improvement of systems	Continuing	DMW-MITS	GAA	
Year 2028	National	Monitoring and continuous improvement of systems Impact assessment of systems	Continuing	DMW-MITS	GAA	

TPOA No. 2: Performing regulatory functions for purposes of safe, fair, and ethical recruitment, promoting gainful employment, and combating illegal recruitment and trafficking in person

To address the persistent threats of illegal recruitment and trafficking in persons—particularly in the context of the digital age—the DMW is intensifying its regulatory functions and programmatic responses through a set of defined TPOAs. These targets are anchored on the core mandate of the Department to ensure safe, fair, and ethical recruitment practices, while enhancing the protective mechanisms in place for all Filipino migrant workers.

Each performance target is designed to respond to specific challenges and gaps in current policy and enforcement frameworks. These include the need to orient and capacitate private recruitment agencies (PRAs), evaluate and strengthen AIRTIP partnerships at the local level, issue updated deployment policies for land-based workers, and promote human rights due diligence among recruiters. Furthermore, the growing misuse of social media by illegal recruiters demands targeted action to monitor and remove fraudulent posts, in partnership with both government and digital platform stakeholders.

Complementing these policy and enforcement efforts are victim-centered approaches, such as the development of a comprehensive Victim Support Package and intensified public awareness strategies. These are to be guided by communication, localized action, information, and partnerships. The plan of work will be jointly undertaken by national and local actors.

The implementation of these targets will rely on the collective efforts of the DMW, relevant national agencies such as DOLE, BI, PNP, NBI, LGUs, and civil society partners. Through a whole-of-government and whole-of-society approach, the Department aims to ensure that every component of the program—from regulation and enforcement to prevention and victim assistance—is carried out efficiently, effectively, and with measurable impact.

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/Constraints/Assumptions and Mitigating Measures
Number of orientation to PRAs on pre-licensing	National	• Provide orientation to PRAs on pre-licensing. • Update training content based on revised rules and global recruitment standards.	Year-round	DMW	GAA	**Risk/Constraints:** Knowledge retention of PRAs Limited agency participation due to distance (for foreign stockholders/member of BOD), scheduling conflicts, or operational priorities **Assumption:** PRAs are willing to attend and comply. **Mitigating Measures:** Use online platforms to increase accessibility; link orientation to licensing.
Percentage if evaluating AIRTIP partnerships and agreements with LGUs	National/Regional	Evaluate AIRTIP partnerships and agreements with LGUs.	Year-round	DMW	GAA	**Risk:** Varying LGU capacity and commitment **Assumption:** LGUs are engaged and supportive of AIRTIP goals. **Mitigating Measures:** Provide technical support to LGUs; integrate AIRTIP into local development plans; continuously monitor AIRTIP program implementation.

Issued rules and regulations for the deployment of land-based workers The department is also in the final stages of approving the Rules of Procedure in the Adjudication of cases (applies to both land-based and sea-based); sea-based rules are also underway.	National	Prepare the rules and regulations for deployment of land-based workers.	2025	DMW	GAA	**Risks and Constraints:** Limited dissemination, policy shifts
Fostered human rights due diligence of recruiters	National/Local	• Develop training modules. • Conduct capacity building for recruiters. • Principles of HRDD may be integrated with our CAEP modules because our module is also fair and ethical recruitment-centric.	2026; Year-round	DMW PRAs	GAA	**Risks and Constraints:** Lack of awareness or resistance from recruiters **Assumption:** Agencies will see value in HRDD compliance **Mitigating Measures:** Provide incentives for compliant agencies (e.g. recognition, priority processing)
Track and takedown of illegal recruitment posts on social media platforms	National	Partnership with different government agencies and private stakeholders on monitoring illegal recruitment post and social media platforms; and conducting takedowns of these illegal posts	Year-round	DMW Inter-Agency Council Against Trafficking PNP NBI BI Social media platforms	GAA	**Risks and Constraints:** Platform cooperation delays; legal limitations on content takedown **Assumption:** Social media companies are responsive to government reports. **Mitigating Measures:** Formalize partnerships through MOUs; request platform moderators embedded in task force.
Issued guidelines on Victim Package for trafficking and illegal recruitment victims	National	• Prepare guidelines on Victim Package for trafficking and illegal recruitment victims. • Roll out comprehensive victim support guidelines.		DMW DSWD	GAA	**Risks and Constraints:** Overlapping mandates or unclear protocols among agencies **Assumption:** Agencies are aligned on victim assistance approach. **Mitigating Measures:** Clarify agency roles through joint circulars; conduct joint training sessions.
Designed and implemented communication, localized action, information, and partnerships	National/Local	Design communication, localized action, information, and partnerships	Year-round	DMW LGUs CSOs IACAT	GAA	**Risks and Constraints:** Low reach or impact in remote areas **Assumption:** LGUs will actively engage and allocate resources. **Mitigating Measures:** Tailor messaging to local contexts; monitor and evaluate reach and feedback; utilize social media for more accessible information dissemination.

TPOA No. 3: Institutionalizing DMW Offices and MWOs on Good Governance and Gender Responsiveness Standards

Gender mainstreaming will be intensified in the DMW through the formulation and implementation of the Gender and Development (GAD) Agenda, in consultation with stakeholders. In addition, programs or projects that address the care economy as well as the impact of climate change on OFW families, which are predominated by women left behind, will be initiated by the DWM, in cooperation with key stakeholders and development partners, considering that these areas are emerging and therefore requires partnerships to enhance public value and relevance.

On the other hand, good governance efforts of DMW will be pursued through the continual improvement of processes, reengineering of programs and services, and digital transformation in frontline and client-focused services. These efforts will also include capacity-building and improvement of enabling mechanisms, including standardization of manual of operations, especially for MWOs.

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/Assumptions and Mitigating Measures**
Percentage of programs and services that are gender responsive	National	Formulate the DMW Gender Agenda. Implement the Gender Agenda to ensure gender-mainstreaming in all front line and client-focused services and programs. Develop gender toolkits and manuals to mainstream use of gender-fair language. Develop and implement a project addressing the care economy. Develop and implement a project on just transition for OFWs and OFW families in the context of climate change.	2025: GAD Agenda 2026-2028: Gender mainstreaming/ implementation	DMW with Philippine Commission on Women (PCW) and gender-oriented OFW organizations/CSOs and development partners	₱400,000 at least 5% of DMW budget allocation ₱300,000 ₱5,000,000 ₱5,000,000	The timely approval of the GAD Agenda will depend on the quality of the draft and the approval process of the PCW.
Percentage of DMW offices compliant with Anti-Red Tape Authority (ARTA) requirements	National	Continuously improve the processes enrolled in the Citizen's Charter. Develop a Manual of Operations of MWO. Formulate the DMW Reengineering Plan. Pursue digital transformation in frontline services and client-focused programs.		DMW ARTA Department of Information and Communications Technology (DICT) Department of Budget and Management (DBM)	₱1,000,000 ₱200,000 DMW's Information System Strategic Plan (ISSP) Budget	• Digitization initiatives will depend on the approval of DMW's ISSP and the allocation of budget for its implementation. • Its resources include human resources. • Difficulties in hiring competent IT staff may hinder the roll out of the initiatives. • Procurement of IT resources is also often hampered by the fast-changing market that affects availability and pricing of items.

TPOA No. 4: Capacity building and information campaign for better protection, and sustainable return and reintegration pathways

Ensuring the successful migration journey of OFWs requires full-cycle protection and reintegration through an integrated information and capacity-building campaign throughout the whole cycle of migration. Knowledge/awareness and capacities/skills play a crucial role in enhancing protection and facilitating sustainable reintegration of OFWs.

Information campaigns prior to migration and departure for overseas work, onsite during employment, upon return and reintegration provide OFWs with accurate and timely information about their rights, available services, opportunities for growth and development, and pathways toward sustainable reintegration. Opportunities for capacity building provides OFWs with the tools and wherewithal to ensure better migration decisions and pursue opportunities for personal, family, and community growth and development.

At the national and local levels, and with the aid of technology, the conduct of regular and targeted information campaign and capacity-building initiatives through institutionalized orientation seminars or learning activities helps prepare OFWs and their families for safe deployment and work overseas, and successful and sustainable economic, psychosocial, social, and cultural reintegration.

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/Assumptions and Mitigating Measures**
Conducted PEOS	National	Raise consciousness and awareness to migrant workers, prospect applicant for overseas employment, and their families left behind regarding the realities of migration on macro and microlevels.	Continuing	DMW	TBD	• Monitoring the conduct of PEOS to ensure the quality of information delivered and mode of delivery • Effectiveness of PEOS leading to change in behavior and better decision-making

Conducted PDOS	National	Raise consciousness and awareness to migrant workers, prospect applicant for overseas employment, and their families left behind regarding the realities of migration on macro and microlevels.	Continuing	Overseas Workers Welfare Administration (OWWA)	TBD	• Monitoring the conduct of PDOS to ensure quality of information delivered and mode of delivery • Effectiveness of PDOS leading to change in behavior and better decision-making
Conducted PMOS	Local	Raise consciousness and awareness to migrant workers, prospect applicant for overseas employment, and their families left behind regarding the realities of migration on macro and microlevels.	Continuing	DMW LGUs	TBD	• Monitoring of the conduct of PMOS to ensure the quality of information delivered and mode of delivery • Effectiveness of PMOS leading to change in behavior and better decision-making
Conducted PAOS	Overseas	Raise consciousness and awareness to migrant workers, prospect applicant for overseas employment, and their families left behind regarding the realities of migration on macro and microlevels.	Continuing	DMW	TBD	• Regularity in the conduct of PAOs reaches all OFWs • Monitoring the conduct of PAOS to ensure the quality of information delivered and mode of delivery • Effectiveness of PAOS leading to change in behavior and better decision-making
Conducted Financial Awareness Seminar-Small Business Management Training (FAS-SBMT)	Local	Provide migrant workers and their families with insights on alternatives to managing their finances.	Continuing	DMW Regional Offices	TBD	• Monitoring the conduct of FAS-SBMT to ensure quality of information delivered and mode of delivery • Effectiveness of FAS-SBMT leading to change in behavior and better decision-making on handling finances and operating livelihoods

TPOA No. 5: Establishing responsive welfare mechanisms, programs, and services for migrant workers and their families

Protecting the rights and promoting the welfare of OFWs and their families are key pillars of Philippine migration governance and management. It is important that OFWs and their families are treated with dignity and respect, both at home and in the countries where they work.

The contributions of OFWs in terms of their financial and social remittances is highly valued by their families, communities, and Philippine society. In turn, protecting and promoting their rights is paramount in the whole cycle of migration. Various programs and services to address their immediate and other welfare needs have been in place. Particular profiles of OFWs with specific vulnerabilities, such as distressed OFWs, senior OFWs, and solo parent OFWs, will likely need to be included in welfare program offerings.

At the same time, the welfare and developmental needs of families of OFWs must also be addressed, including children of OFWs, to break the cycle of intergenerational migration resulting from the lack of gainful employment or economic development opportunities at home.

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/Assumptions and Mitigating Measures**
Expanded coverage of the Agarang Kalinga at Saklolo para sa mga OFW na Nangangailangan (AKSYON) Fund to cover senior OFWs	National	Issuance of expanded guidelines on AKSYON Fund	Continuing	DMW National Commission of Senior Citizens (NCSC)	TBA	Lack of awareness and access to the AKSYON Fund
Issued guidelines for the Use of the Medical Voucher Program	National	Preparation of Guidelines for the Medical Voucher Program	Continuing	DMW	TBA	
Developed other programs for senior OFWs	National	Research and assessment for possible programs for Senior OFWs	Q3	DMW NCSC	TBA	• Access and visibility of senior OFWs in programs and services for OFWs • Ensure eligible senior OFWs avail of benefits under the Expanded Centenarians Act.

Education for Development Scholarship Program (EDSP) disaggregated by sex	National	Provide assistance to OFWs and their families.	Continuing	OWWA	TBA	
OFW-Dependent Scholarship Program, disaggregated by sex	National	Provide assistance to OFWs and their families.	Continuing	OWWA	TBA	
Education and Livelihood Assistance Program for the Dependents of Deceased OFW Members (ELAP), disaggregated by sex	National	Provide assistance to OFWs and their families.	Continuing	OWWA	TBA	

TPOA 6: Maintaining avenues for social dialogue with stakeholders in overseas employment, including discussions on research and policy development, and the exercise of rule-making authority

Maintaining open and meaningful avenues for social dialogue with stakeholders involved in overseas employment is becoming more important, especially in shaping a better migration cycle for OFWs. This requires not only ongoing discussions on research and policy development, but also the exercise of the rule-making authority to ensure the protection of workers' rights, promotion of fair employment conditions, and improvement of health status of international migrants to and from the Philippines.

Engaging with stakeholders, such as governments, employers, labor organizations, and civil society groups, helps create a collaborative environment that will address the challenges faced by OFWs from recruitment to reintegration. Through collaborative research and policy development, we can create a migration system that addresses existing challenges, ensures fair treatment, and paves a way for a more successful and equitable migration framework for all parties involved in overseas employment.

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/Assumptions and Mitigating Measures**
Mainstreamed labor migration and development research and studies among stakeholders	National	• Creation of consultative committees that will contribute in determining the agenda • Convene consultations. • Labor Migration and Development Research Agenda • Provide a forum to present and share researches and studies conducted. • Establish a repository of migration health-related research for Filipino migrants, their families, and foreign migrants in the Philippines • Mapping of Migrant Health Services for OFWs	Q2	DMW DOH DOLE Partner stakeholders Academe Intergovernmental organizations	₱10,000,000 (GAA and support from partner institutions)	• Absorptive capacity of lead agency • Priority is OFW demographic, uncertain how to mainstream foreign workers • Fund security from GAA due to pending administrative reorganization
Engaged with stakeholders	National/ International	• Conduct regular roundtable discussions and townhall meetings. • Conduct DMW Foreign Stakeholders Summit.	Q1 to Q4	DMW with other government agencies, foreign embassies, CSOs, NGOs, and PRAs	Available GAA	Conduct of Foreign Stakeholder Summits is based on available GAA.

Strengthened participatory governance	National/ International	• Strengthen Overseas Land-Based Tripartite Consultative Council. • Strengthen Maritime Industry Tripartite Council. • Convene Advisory Board on Labor Migration and Development. • Convene Inter-Agency Committee on OFW Hospital. • Organize/Convene International Advisory Council for Global Maritime Affairs.	Q1 to Q4	DMW with other government agencies CSOs NGOs PRAs	Available GAA	Stakeholders' willingness to participate in the consultative processes
Conduct of the 4th National Symposium on Migration Health Research	National	(1) Call for research studies; (2) Evaluation of research studies; (3) Preparatory activities; (4) Invitation of stakeholders; (5) Conduct of activity	2025	DOH	Available GAA	
Conduct of the 7th National Conference on Migration Health	National	(1) Planning and conceptualizing with the PMHN Steering Committee Members; (2) Preparatory activities; (3) Invitation of stakeholders; (4) Conduct of activity	2026	DOH	Available GAA	

TPOA No. 7: Pursuing deeper bilateral, regional, and multilateral relations to further advance migrant workers' rights, welfare, protection, and development, as well as the development of "giving back mechanisms" through investments and "brain gain" initiatives

Continued engagement with partners at a bilateral, regional, and multilateral level provides for different avenues to discuss areas of common interests and identify possible partnerships that ultimately contribute toward upholding the human rights of migrant workers, especially in their country of destination.

BLAs provide for the institutionalization of the rights of migrant workers. These have also evolved to look into further collaboration between states relative to sustainable labor migration.

Participation in regional and multilateral forum ensures that the Philippines is able to champion the rights of migrants. The nature of migration demands international cooperation and widespread recognition of the contribution of migrants and their rights. These forums provide a venue for states to come together to discuss the current challenges and opportunities as well as how to move forward in migration governance.

Recognizing challenges and opportunities in the ambit of labor migration allows for the Philippines to determine priorities to not only ensure the rights and welfare of the migrant workers, but also maximize the benefits of migration. The evolving landscape of migration, while inherently a threat to the security of migrant workers due to its unpredictable nature, may actually lead to opportunities for upskilling and reskilling and just transition to different sectors for sustainable development, provided the state is able to optimize innovation for the benefit of all.

Including specific programs in BLAs that contribute toward uplifting migrants and their families facilitates migration as well as adds social protections for this group.

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/Assumptions and Mitigating Measures**
Revisited and renewed Bilateral/ Multilateral Labor Agreements	National	Review all bilateral and multilateral agreements.	Multi-year	DMW DFA BLA Review Committee (BRC) members	GAA	New immigration policies of countries of destinations or political situations may affect negotiations.
Took part on innovations on bilateral and multilateral negotiations	National	Inclusions of possible innovation on bilateral and multilateral negotiations	Multi-year	DMW DFA BRC members	GAA	• The DMW's negotiations for BLAs are aligned with the 23 principles of Global Compact Migration. • At multilateral forums, discussions include changing landscapes that affect migration and how migration effects changes around the globe.

Promotion of Adopt-A-School-Adopt Hospital, and scholarships schemes in BLA negotiations	National	Negotiate with partner agencies and countries to include the scheme.	Multi-year	DMW DepEd Commission on Higher Education (CHED) DOH	GAA	• Negotiations for BLAs are aligned with the Presidential Directive on Strengthening BLAs with the healthcare sector, and is in close coordination with the DOH. • Competence of available pool of healthcare workers to sustain quality of healthcare services in the country must be considered in negotiations.
Participated in international conference on migration	National	Signify in participation in international Labor Conference - Care Economy and UN Revalida Rollout	Multi-year	DMW and DOLE and concerned government agencies (DFA, Presidential Human Rights Committee Secretariat [PHRCS]) DSWD DOH DOJ BI Philippine Statistics Authority (PSA)	GAA	Participation to international conferences is subject to invitation from the organizing body as well as budgetary constraints of participating Departments.
TPOA No. 8: Setting up a policy and program-oriented data management system to be gender, age, disability, and ethnicity inclusive To ensure that the policies and programs are relevant and inclusive, the information that guides their development and review must be comprehensive and fair as well. To enhance policy and program development in DMW, administrative data will be improved to be more inclusive across age ranges, gender identities, and cultural demographic profiles, and to persons with disabilities. These more inclusive and comprehensive data sets will enable the DMW to address vulnerabilities and marginalization and to advocate against discrimination in its many forms. To achieve this, the e-registration system will be enhanced to include fields and indicators that will allow disaggregation by gender identities, age, disability, and cultural identities or ethnicities. The system will also be improved to ensure accessibility, especially for persons with disabilities.						
Percentage of processed/ documented migrant workers with comprehensive data on age, gender, disability, and ethnicity	National	Include fields or indicators as to gender identity, disability, and ethnicity in the OFW e-registration form.	By end of 2025	DMW DICT National Council on Disability Affairs (NCDA) PCW		The old form needs to be revised to include the said information.
	National	Redesign the e-Registration system to be more accessible and user friendly.	2025-2028	DMW DICT NCDA PCW	DMW ISSP Budget Allocation	• Inconsistent data and reluctance to disclose sensitive information may affect data quality. • Connection issues affect collection and storage of data, and also lead to digital divide.

SECTION 7: INTER-CHAPTER LINKAGES

Civil society groups have identified several cross-cutting issues that intersect with various thematic chapters, highlighting the complexities and interconnectedness of challenges faced by migrant workers and their families.

These issues underscore the need for a comprehensive and multifaceted approach to address the diverse needs and concerns of migrant populations, particularly in reducing or eliminating risks and threats relating to sexual exploitation for children left behind; aiding OFWs who were victims of violence and harassment; institutionalizing programs to provide specialized support to children with disabilities; and to gather the necessary data on OFWs or members of their families with disabilities to develop more comprehensive and effective strategies to support them.

MATRIX NO. 2: INTER-CHAPTER LINKAGES

Identified Chapter	HRIAC/s	Thematic Objective	Joint Thematic Programs of Action (TPOAs)/Component/s	Accountable Agencies
Chapter 4	Develop measures to reduce/eliminate risks and threats relating to child sexual exploitation for children left behind.			CWC, PCW
Chapter 3	Develop measures to provide assistance to OFWs who were victims of VAWC.			PCW
Chapter 5	Develop programs/policies for children of OFWs with disabilities.			NCDA
Chapter 5	Gather data on OFWs who are persons with disabilities/have family members that have disabilities and develop programs/policies for the OFWs and their families			NCDA

SECTION 8: LINKAGES WITH OTHER DEVELOPMENT PLANS

MATRIX 3: LINKAGES WITH OTHER DEVELOPMENT PLANS

Thematic Objective	Thematic Programs of Action (TPOAs) No.	Sector/s Involved	Contributions to Specific Sectors Covered by the Other Development Plans		
			SDGs	PDP	NAP-WPS, etc
Thematic Objective A: Address continuing HRIACs arising from the assessment of the previous PHRP3	TPOA 1: Streamlining and digitalizing OFW-protective processes to ensure greater OFW convenience and more efficient operations by stakeholders in overseas employment		SDG 8		
	TPOA 2: Performing regulatory functions for purposes of safe, fair, and ethical recruitment, and combating illegal recruitment and trafficking in person		SDG 8		
	TPOA 3: Institutionalizing DMW Offices and MWOs on Good Governance and Gender Responsiveness Standards		SDG 5		
	TPOA 4: Capacity building and information campaign for better protection, and sustainable return and reintegration pathways			Outcome 3: Economic risks managed	
	TPOA 5: Establishing responsive welfare mechanisms, programs, and services for migrants and their families			Chapter 5	
Thematic Objective B: Address emerging HRIACs arising from engagements with international and regional HR mechanisms and other stakeholders	TPOA 6: Maintaining avenues for social dialogue with stakeholders in overseas employment, including discussions on research and policy development, and the exercise of rule-making authority		SDG 8		
	TPOA 7: Pursuing deeper bilateral, regional, and multilateral relations to further advance migrant workers' rights, welfare, protection, and development, as well as the development of "giving back mechanisms" through investments and "brain gain" initiatives		SDG 8	Chapter 3, Subsection 3.2	Global Compact for Migration
	TPOA 8: Setting up a policy and program-oriented data management system to be gender, age, disability, and ethnicity inclusive		SDG 5, 8, and 10		

SECTION 9: COLLABORATION AMONG GOVERNMENT ORGANIZATIONS, LOCAL GOVERNMENT UNITS, PRIVATE SECTOR, AND CIVIL SOCIETY ORGANIZATIONS

Successful implementation of the TPOAs hinges on robust, vigorous, and effective collaboration among national government agencies, LGUs, CSOs, and the private sector. This section outlines the key areas where such cooperation is critical—ranging from combating illegal recruitment and trafficking in persons, to enhancing capacity-building initiatives, and strengthening bilateral and multilateral engagements for the protection and empowerment of Filipino migrant workers.

The following matrix maps out the necessary stakeholders and corresponding collaborative strategies envisioned under specific TPOAs. These partnerships—shaped by inputs during public consultations and aligned with inter-agency and inter-sectoral goals—reflect a whole-of-society approach to ensuring safe, fair, ethical, sustainable, and rights-based migration governance.

MATRIX 4: COLLABORATION AMONG THE GOVERNMENT ORGANIZATIONS, LGUs, PRIVATE SECTOR, AND CSOs

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/ Action Steps)	Target Quarter	Government Branches/Agencies LGUs Involved	Civil Society Organizations Involved	Private Sector Involved	Expected Collaborative Strategies and/or ActivitiesASz
Combated illegal recruitment	TPOA 1: Performing regulatory functions for purposes of safe, fair, and ethical recruitment, and combating illegal recruitment and trafficking in personTPO	2024-2028	DMW, PNP, LGU, DILG, NBI, BI, DOJ, DFA, DSWD, DOLE, DILG, DOH, Commission on Filipinos Overseas, National Authority for Child Care, PCW, Philippine Center on Transnational Crime, Council for the Welfare of Children, Anti-Money Laundering Council, NCIP, League of Provinces, League of Cities, League of Municipalities	Blas F. Ople Policy Center and Training Institute, Coalition against Trafficking of Women-Asia and Pacific		Combating illegal recruitment and trafficking in person
Formally instituted and implemented CIPEP modules	TPOA 4: Capacity building and information campaign for better protection, and sustainable return and reintegration pathways	2024-2028	DMW, OWWA			Linking of PEOS, PDOS, PMOS, PAOS modules to ensure knowledge retention and avoid redundancy
Revisited, reviewed, and innovated bilateral and multilateral negotiations and agreements	TPOA 7: Pursuing deeper bilateral, regional, and multilateral relations to further advance migrant workers' rights, welfare, protection, and development, as well as the development of "giving back mechanisms" through investments and "brain gain" initiatives	2024-2028	DMW, DFA, CHED, PRC, DOH, DOLE, Department of Trade and Industry, TESDA			Innovations on bilateral and multilateral agreements, such as giving back mechanism, portability of social services, and impartial rights between the receiving and sending country

SECTION 10: CAPACITY-BUILDING PLAN FOR THE DUTY-BEARERS, NON-STATE DUTY-BEARERS, AND RIGHTS-HOLDERS OF THE 4TH PHILIPPINE HUMAN RIGHTS PLAN

MATRIX 5: CAPACITY-BUILDING NEEDS OF THE FA/TWG/CLUSTER OF AGENCIES[70]

FA/TWG/CLUSTER AGENCIES	CAPACITY-BUILDING NEEDS					
	Rights-based Situation Analysis	Rights-based Role Analysis and Capacity Gaps Analysis	Applying HR Principles in Different Stages of Programs/ Projects/Activities	Applying State Obligations (Respect, Protect, and Fulfill in Programs/Projects/ Activities	Applying Normative Content and Levels of Compliance in Programs/Projects/ Activities	Rights-based Indicators Setting, Monitoring and Evaluation
Department of Migrant Workers	✓	✓	✓	✓	✓	✓
Department of the Interior and Local Government	✓	✓	✓	✓	✓	✓
Department of Foreign Affairs	✓	✓	✓	✓	✓	✓
Philippine National Police	✓	✓	✓	✓	✓	✓
Overseas Workers Welfare Administration	✓	✓	✓	✓	✓	✓
Bureau of Immigration	✓	✓	✓	✓	✓	✓
National Bureau of Investigation	✓	✓	✓	✓	✓	✓
Department of Health	✓	✓	✓	✓	✓	✓
Local Government Units	✓	✓	✓	✓	✓	✓
Bangko Sentral ng Pilipinas	✓	✓	✓	✓	✓	✓
Commission on Filipino Overseas	✓	✓	✓	✓	✓	✓
Commission on Higher Education	✓	✓	✓	✓	✓	✓
Home Development Mutual Fund	✓	✓	✓	✓	✓	✓
Inter-Agency Council Against Trafficking-Department of Justice	✓	✓	✓	✓	✓	✓
Department of Labor and Employment	✓	✓	✓	✓	✓	✓
National Labor Relations Commission	✓	✓	✓	✓	✓	✓
Philippine Commission on Women	✓	✓	✓	✓	✓	✓
Philippine Health Insurance Corporation	✓	✓	✓	✓	✓	✓
Social Security System	✓	✓	✓	✓	✓	✓
Technical Education and Skills Development Authority	✓	✓	✓	✓	✓	✓
Non-state Duty-bearers/Actors (Private Sector)						
Association for Good Governance in Recruitment Industry	✓	✓	✓	✓	✓	✓
Europe, Canada, Australia, and New Zealand Association of Employment Providers of the Philippines	✓	✓	✓	✓	✓	✓
Association of Philippine Licensed Agencies for Technical Internship	✓	✓	✓	✓	✓	✓
Association of Service Contractors of the Philippines	✓	✓	✓	✓	✓	✓
Association for Professionalism in Overseas Employment Inc.	✓	✓	✓	✓	✓	✓

[70]Identify the agencies (under duty-bearers), POs/CSOs (under rights-holders), and private sector organizations (under non-state actors), then check the corresponding capacity-building needs.

Coalition of Licensed Recruitment Agencies for Domestic and Service Workers	✓	✓	✓	✓	✓	✓
Federated Associations of Manpower Exporters, Inc.	✓	✓	✓	✓	✓	✓
Overseas Placement Association of the Philippines	✓	✓	✓	✓	✓	✓
Philippine Association of Manpower Agencies for North America	✓	✓	✓	✓	✓	✓
Philippine Association of Service Exporters Inc.	✓	✓	✓	✓	✓	✓
Philippine Constructors Association, Inc.	✓	✓	✓	✓	✓	✓
Pilipino Manpower Agencies Accredited for Taiwan, Inc.	✓	✓	✓	✓	✓	✓
Philippine Association of Agencies for Kuwait	✓	✓	✓	✓	✓	✓
Rights-holders: CSOs (POs, NGOs, etc)						
Action for Health Initiatives	✓	✓	✓	✓	✓	✓
Advancement of Worker's Awareness Regarding Employment	✓	✓	✓	✓	✓	✓
Alliance of Filipino Workers	✓	✓	✓	✓	✓	✓
Alliance of Progressive Labor	✓	✓	✓	✓	✓	✓
Associated Labor Union-TUCP	✓	✓	✓	✓	✓	✓
Atikha Overseas Workers and Communities Initiatives Inc.	✓	✓	✓	✓	✓	✓
Batis Center for Women	✓	✓	✓	✓	✓	✓
Center for Overseas Workers	✓	✓	✓	✓	✓	✓
Coalition Against Trafficking in Women-Asia Pacific	✓	✓	✓	✓	✓	✓
Development Action for Women in	✓	✓	✓	✓	✓	✓
Development Action for Women Network	✓	✓	✓	✓	✓	✓

Based on the above results of the capacity-building needs of the different stakeholders of PHRP4, the priorities lined up for 2024-2028 are as follows:

MATRIX 6: TARGET TRAINING PROGRAMS: 2024-2028

PHRP4 Stakeholders	Training Areas	Target Quarter: 2024-2028
FA/TWG/Cluster	Introductory Training Workshop on the United Nations Guiding Principles on Business and Human Rights and Human Rights Due Diligence	2025-2028
Civil Society Groups	TBD	TBD

SECTION 11: PERIODIC MONITORING AND EVALUATION SYSTEM

As the lead agency, the DMW will work with the PHRCS to perform a semi-annual evaluation to gauge the plan's progress. The lead agency will ask for a thorough report to assess the degree of PHRP4 compliance and pinpoint any areas that might present implementation issues.

Additionally, by identifying potential obstacles to achieving the plan's goals, the review process will offer a chance to close any gaps and improve implementation tactics. The private sector, CSOs, and the relevant agencies will all be involved in the evaluation.

SECTION 12: RESOURCE MOBILIZATION PLAN

MATRIX 8: BUDGET ESTIMATES AND FUND SOURCES

Thematic Program of Action No. (Component/s)	Budget Estimates	
	GAA (Agency Budget)	Local and Foreign Development/ Funding Agencies/Organizations
TPOA 1: Streamlining and digitalizing OFW-protective processes to ensure greater OFW convenience and more efficient operations by stakeholders in overseas employment	✓	
TPOA 2: Performing regulatory functions for purposes of safe, fair, and ethical recruitment, and combating illegal recruitment and trafficking in person	✓	
TPOA 3: Institutionalizing DMW Offices and MWOs on Good Governance and Gender Responsiveness Standards	✓	
TPOA 4: Capacity building and information campaign for better protection, and sustainable return and reintegration pathways	✓	
TPOA 5: Establishing responsive welfare mechanisms, programs, and services for migrants and their families	✓	
TPOA 6: Maintaining avenues for social dialogue with stakeholders in overseas employment, including discussions on research and policy development, and the exercise of rule-making authority	✓	
TPOA 7: Pursuing deeper bilateral, regional, and multilateral relations to further advance migrant workers' rights, welfare, protection, and development, as well as the development of "giving back mechanisms" through investments and "brain gain" initiatives	✓	
TPOA 8: Setting up a policy and program-oriented data management system to be gender, age, disability, and ethnicity inclusive	✓	

PHRP4



PREVENTING AND ADDRESSING TORTURE AND OTHER FORMS OF CRUEL, AND INHUMAN, AND DEGRADING TREATMENT

CHAPTER 8

CHAPTER 8

PREVENTING AND ADDRESSING TORTURE AND OTHER FORMS OF CRUEL, INHUMAN, AND DEGRADING TREATMENT

Introduction

The United Nations Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (UN CAT)[71] is a treaty aimed at preventing torture globally. It establishes that states must take measures to prevent torture and to provide remedies for victims. The Committee Against Torture (CAT) is the body composed of independent experts that monitor the implementation of UN CAT.

The United Nations Subcommittee on Prevention of Torture (UN SPT) was established through the UN Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (UN OPCAT)[72] to carry out a system of regular visits to facilities of persons deprived of liberty (PDLs) to prevent torture and other cruel, inhuman or degrading treatment or punishment. During its first and second visits to the Philippines, the UN SPT made observations and recommendations regarding the improvement of detention facilities, the establishment of a proactive mechanism, and the sustainability of existing prevention initiatives. The said UN SPT report is bound by Article 16 of the OPCAT which indicates its confidentiality.

The UN OPCAT was acceded to by the Philippines on 17 April 2012, with the goal of preventing torture and other cruel, inhuman or degrading treatment or punishment in the country. The said Protocol is a supplementary treaty to the UNCAT, which the Philippines acceded to on 18 June 1986. The Department of the Interior and Local Government (DILG) was designated as the lead agency in coordinating compliance with the UNCAT under Administrative Order (AO) No. 163, s. 2006.[73]

In line with the aforementioned international treaty, Chapter 8 of the PHRP4, with the subject Preventing and Addressing Torture and Other Forms of Cruel, Inhuman, and Degrading Treatment, focuses on strengthening preventive measures and protection services against torture and other cruel, inhuman, or degrading treatment in custodial and detention facilities. It emphasizes that preventing torture is a shared global responsibility requiring coordinated efforts at both the international and national levels, built on national and international human rights instruments and laws that guarantee fundamental rights such as the right to life, humane treatment, and freedom from torture. In the Philippines, this requires closer coordinated efforts between the national and local level, considering the numerous prisons and jails falling under several departments and managed by different national agencies and local government units (LGUs).

The chapter outlines a comprehensive strategic framework aimed at addressing continuing Human Rights Issues and Concerns (HRIACs) identified in the assessment of the previous 3rd Philippine Human Rights Plan (PHRP3). These challenges include poor conditions of custodial/jail facilities that affect the well-being and health of PDLs and persons under Philippine National Police (PNP) custody (PUPC), inadequate training for duty-bearers, and the lack of comprehensive policies to support anti-torture efforts.

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[71] United Nations Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, adopted 10 December 1984, Philippine accession on 18 June 1986.

[72] Optional Protocol to the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, adopted 18 December 2002, Philippine accession on 17 April 2012.

[73] Administrative Order No. 163, s. 2006, "Designating the DILG as Lead Agency for Compliance with the UN Convention Against Torture."

In particular, the chapter focused on a significant part of improving the management within these facilities, ensuring humane treatment, and promoting respect for human dignity. It gives attention to both personnel and vulnerable sectors within detention facilities, including individuals from diverse age groups, gender expressions, disabilities, and religious, and cultural backgrounds. Overall, this chapter provides a clear plan to enhance human rights protections in custodial facilities through a proactive and holistic approach. It is a collaboration between national and local bodies to ensure that the rights of all individuals in detention are upheld and that torture and maltreatment are effectively prevented.

While the DILG is designated as the lead agency in the reporting of the implementation of measures and compliances with state obligations under the CAT, the direct responsibility to implement the CAT and prevent torture and other cruel, inhuman, or degrading treatment in places of deprivation of liberty lies with the government agencies performing custodial functions, such as the Bureau of Jail Management and Penology (BJMP), Bureau of Corrections (BuCor), PNP, Armed Forces of the Philippines (AFP), National Bureau of Investigation (NBI), Department of Social Welfare and Development (DSWD), Bureau of Immigration (BI), Philippine Drug Enforcement Agency (PDEA), Department of Health (DOH), National Center for Mental Health (NCMH), and LGUs, having control and supervision over provincial jails and Bahay Pag-Asa (BPA). These custodial agencies need to develop their institutional capacity through strengthened internal policies, training and education, operational guidelines, and monitoring mechanisms that will institutionalize the human rights-based approach to detention that effectively uphold respect and protection of human rights, promote the spiritual, psychological, social, and physical well-being of PDLs, and effectively address any violation of human rights by the effective investigation and prosecution of human rights violators and rehabilitation of victims and offenders alike. This obligation is aligned with the Constitutional guarantees on human rights and rights of the accused, the Anti Torture Law, RA 7438[74] and Section 63 of RA 6975.[75]

It is important, however, that the custodial agencies be assisted by the respective departments, such as the DILG, Department of National Defense (DND), DSWD, Department of Justice (DOJ), etc., in partnership with the Commission on Human Rights (CHR) to help them develop a strong internal capacity to address torture cases such as the investigation and administrative prosecution, referral of cases, on the criminal aspect and the education of custodial personnel about detention practices that constitute torture and other human rights violation, as well as the reporting and rehabilitation of both torture victims and perpetrators. To enhance the institutional capacity of custodial agencies, the Philippine Public Safety College can provide support in terms of an intensified human rights education of custodial staff using adult learning strategies and mind-heart-hands modality to create and sustain a human rights supportive organizational culture.

Equally important is the establishment of the National Preventive Mechanism (NPM) by legislation, which shall perform monitoring and lend expertise in developing institutional capacity of each of the custodial agencies on torture prevention. The pivotal role of Congress in establishing the NPM and enacting laws to effectively address the perennial congestion of jails and prisons — such as the revision of the Dangerous Drugs Law, the strengthening of the Barangay Justice System (BJS), the institutionalization of Alternative Dispute Resolution (ADR) by executive agencies within the Criminal Justice System, and the enactment of a comprehensive array of alternatives to imprisonment in accordance with the UN Standard Minimum Rules for Noncustodial Measures (Tokyo Rules)[76] promulgated in 1990

[74]Republic Act 7438, "An Act Defining Certain Rights of Persons Arrested, Detained or Under Custodial Investigation," enacted 27 April 1992.

[75]Republic Act 6975, "An Act Establishing the Philippine National Police, Under a Reorganized Department of the Interior and Local Government, and for other Purposes," enacted 13 December 1990, Section 63.

[76]United Nations Standard Minimum Rules for Non-custodial Measures (Tokyo Rules), adopted 14 December 1990.

– is essential to addressing the systemic and inhuman conditions prevailing in jails and prisons. Lastly, the Supreme Court, as the ultimate vanguard of human rights, especially the rights of the accused, can support custodial agencies in the implementation of the CAT by enforcing rules that will effectively filter out cases from the congested case dockets or enhance access to bail by implementing mandatory determination of probable cause and mandatory bail hearings, respectively. These measures can be conducted by the courts in conjunction with the duty of judges to conduct jail visitation to eliminate unnecessary detention and strive to eliminate conditions inimical to the detainees under Section 25, Rule 114 of the Rules of Court.[77]

SECTION 1: ASSESSMENT OF THE 3RD PHILIPPINE HUMAN RIGHTS PLAN

The PHRP3, implemented between 2018 and 2022, sets several objectives and programs of actions aimed at enhancing human rights awareness, strengthening the capacity of state agents, and improving the conditions of PDLs and PUPCs. This assessment provides an overview of achieved and partially achieved objectives.

A. Achieved Objectives and Programs of Action

The plan successfully delivered several key programs aimed at promoting human rights awareness and capacity-building. The PNP met its target of conducting Human Rights Stakeholders' Forums from 2020 to 2022, successfully distributing Information, Education, and Communication (IEC) materials related to human rights and international humanitarian laws. These efforts significantly contributed to raising awareness within communities and among human rights stakeholders.

In addition, the PNP enhanced its personnel's capacity through the consistent conduct of the Police Human Rights Officers Course, achieving its annual target from 2018 to 2022. The integration of human rights-related topics into mandatory and specialized courses further strengthened the knowledge and skills of PNP officers in upholding human rights standards.

In terms of human rights institutionalization efforts, the PNP successfully crafted and implemented various human rights policies and advisories. Similarly, the BJMP enhanced the treatment of PDLs through the institutionalization of various developmental programs such as educational, skills training, livelihood training, and other initiatives like the execution of a Memorandum of Agreement with the CHR, which aimed to align BJMP policies with CHR standards. Programs to reduce jail overcrowding, such as the Katatagan, Kalusugan, at Damayan sa Komunidad and the Read Your Way Out initiatives, were also successfully implemented. Additionally, the BJMP conducted a series of training programs for human rights officers, including seminars on anti-torture laws and effective jail management.

B. Partially Achieved Objectives and Programs of Action

The PNP launched the mobile application "Know Your Rights," designed to educate the public about human rights. However, it requires updates, as newer Android devices cannot properly support the current application. While the capacity-building programs for PNP personnel were largely successful, there is still room for improvement, particularly in continuously expanding training in specialized areas.

[77]Supreme Court Rules of Court, Rule 114, Section 25, "Visitation of Jails by Judges," effective 1 July 1989.

SECTION 2: HUMAN RIGHTS-BASED SITUATION ANALYSIS AND ROLE AND CAPACITY GAPS ANALYSIS OF PHRP4 STAKEHOLDERS

A. Continuing human rights issues and concerns from the PHRP3 on CAT implementation

HRIAC No. 1.1: Poor conditions of custodial/jail facilities, PDLs, and PUPCs

The poor living conditions in custodial and jail facilities across the Philippines remain a significant human rights issue, particularly for PDLs and PUPCs. Overcrowding, inadequate access to healthcare, sanitation, and basic necessities are critical concerns affecting the physical and mental well-being of detainees.

These conditions are exacerbated by the lack of resources, overcrowded cells, poor infrastructure, and limited healthcare services. According to international human rights standards, particularly the International Covenant on Civil and Political Rights (ICCPR)[78] and the CAT, the state has an obligation to ensure that PDLs and PUPCs are treated with dignity and provided with humane living conditions.

Addressing this requires the improvement of custodial facilities through government action, including the allocation of more resources, renovation of facilities, and enhancing health and well-being of PDLs. Strengthening the BJS[79] and improving police referral systems are thematic actions aimed at reducing the intake of PDLs and PUPCs into already overburdened facilities. Additionally, it is crucial to improve monitoring mechanisms, particularly in mental health facilities, rehabilitation centers, and provincial jails.

The agencies managing custodial/jail facilities have a pivotal role in managing PUPCs and PDLs and must focus on reducing overcrowding by ensuring effective rehabilitation and reintegration programs, which could reduce recidivism. Collaboration between government agencies, CSOs, and stakeholders is essential to create a comprehensive strategy for sustainable custodial/jail management. By linking these efforts with national development goals, such as the Philippine Development Plan (PDP) and the Sustainable Development Goals (SDGs), especially those related to health, well-being, and justice, the state can align its actions with international obligations while promoting social equity and economic viability. Addressing the poor conditions in custodial/jail facilities is not only a matter of human rights but also an investment in the public good and long-term societal development.

HRIAC No. 1.2: Lack of enabling policies for anti-torture plans and programs

The lack of enabling policies and understanding of human rights can significantly impede social and economic development and the well-being of individuals and communities. To address said HRIAC, this chapter plans to provide a mechanism for improved access to justice by proposing alternatives to litigation and non-custodial measures. Equally important is the establishment of a national/domestic mechanism for torture prevention in jails, prisons, and other custodial facilities that is similar to the UN SPT in terms of objectives and function.

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[78] International Covenant on Civil and Political Rights, adopted 16 December 1966, Philippine ratification on 23 October 1986.

[79] Strengthening Barangay Justice System aims at amending RA 7160 or the Local Government Code to enhance the BJS includes expanding jurisdiction, building capacity for the Lupong Tagapamayapa members, and allowing the collection of fees for dispute resolution. This aims to reduce minor cases entering the formal justice system, aiding in jail decongestion.

The NPM[80] Article 17 of the OPCAT declares that "Each State Party shall maintain, designate or establish, at the latest one year after the entry into force of the present Protocol or of its ratification or accession, one or several independent national preventive mechanisms for the prevention of torture at the domestic level. Mechanisms established by decentralized units may be designated as national preventive mechanisms for the present Protocol if they conform with its provisions." The NPM is a domestic version of the UN SPT that shall conduct visits to places of detention, monitor the treatment of and conditions for detainees, and make recommendations regarding the prevention of ill treatment.

As an attempt to comply with the NPM requirement, the CHR designated itself as the Interim NPM (INPM) in 2016 through CHR (V) No. AM2016-112. In its capacity as the INPM, the CHR has conducted unannounced visits to jails, prisons, and detention facilities to address institutional challenges on torture prevention and to ensure the well-being of persons deprived of liberty.

However, the said INPM had to stop its operation in 2023 due to the requirement that the NPM in the country should be legislated. There were various draft bills on the establishment of NPM filed in the Philippines Congress and attempts to legislate the NPM in compliance with the OPCAT have not succeeded.

Next, the possible amendment of BJS Law under provisions of RA 7160[81] or Local Government Code to incorporate the following provisions: a) An increasing jurisdiction of BJS from offenses punishable with not more than one year imprisonment to six years imprisonment; b) institutionalizing capacity-building/ skills development and tenure of members of Lupong Tagapamayapa; c) increasing the number of members of Lupon and making it proportional to the population of each barangay; and d) authorizing the collection of a reasonable amount of mediation/conciliation/arbitration fees to be deposited under a Trust Fund to be used exclusively for the compensation of mediators, conciliators, arbitrators, organizational development, capacity building, and related developmental programs and projects for the BJS.

Then, the passage of a law providing non-custodial measures and/or early modes of release for the elderly, women, persons with disabilities, and the terminally ill in relation to Tokyo Rules on the use of non-custodial measures, and the formulation of consensus guidelines and mental capacity assessment. This program of action will significantly contribute to the decreasing number of intakes expected to counter overcongestion of jails and case dockets in the criminal justice system.

By fostering a comprehensive understanding and implementing enabling policies, societies can better protect and promote human rights, leading to greater justice, equity, and peace.

HRIAC No. 1.3: Limited Awareness and Understanding of Human Rights

PDLs and PUPCs face challenges in understanding their human rights, which directly impacts their ability to report abuse and seek justice. Promoting human rights education through orientations, seminars, and notices is critical, especially for vulnerable populations such as diverse age groups, genders, individuals with disabilities, and those from various religious and cultural backgrounds. Programs under this theme

[80]The OPCAT requires states to establish an NPM. In the Philippines, the CHR temporarily filled this role until legislation on a formal NPM is enacted

[81]Republic Act 7160, "An Act Providing for a Local Government Code of 1991," enacted 10 October 1991.

align with national frameworks like the PDP and international obligations such as the Standard Minimum Rules for the Treatment of Prisoners and the CAT. Furthermore, the efforts are linked with SGDs, particularly SDG 16 on justice and SDG 10 on reducing inequalities. Ensuring access to information about rights promotes social equity and can also reduce recidivism, improving economic viability. Key activities under this action plan include creating Technical Working Groups (TWG), developing informational materials, conducting orientations, and assessing the current level of awareness among PDLs and PUPCs. Collaboration between agencies such as the PNP, BJMP, BuCor, and LGUs is crucial to attain success. Monitoring and evaluation mechanisms will ensure the program's long-term effectiveness, with continual adjustments based on feedback from the affected sectors.

HRIAC No. 1.4: Inadequate skills training for duty-bearers

In the Philippine context, inadequate skills training on human rights for duty-bearers, specifically personnel responsible for manning and managing custodial facilities and jails, remains a critical issue. These personnel play a key role in ensuring that the rights of PDLs and PUPCs are respected, yet many lack comprehensive training on human rights standards. This gap often leads to either abuse or neglect of PDLs and PUPCs, in violation of their basic human rights. Instances of inhuman living conditions, lack of access to medical care, and delayed legal processes in jails have raised serious concerns about the treatment of individuals in custody.

Proper training for custodial officers on human rights principles, including the treatment of PDLs, is essential to prevent abuses such as torture, degrading treatment, and neglect. It is critical that these personnel are not only trained to maintain order and security but are also equipped to uphold the dignity and rights of PDLs and PUPCs in compliance with international and national human rights standards. Investing in adequate human rights training and oversight mechanisms would significantly contribute to the reform of the Philippine Justice System, ensuring a more humane and rights-respecting environment within custodial facilities and jails.

Some training sessions are not effective because the lectures and modules tend to focus mainly on the cognitive aspect. With this, creating comprehensive training programs using the Adult Education Approach alongside the Mind, Heart, and Hands model of learning involves a strategic blend of theory and practical application that will ensure the development of human rights respecting behavior and habits among security and custodial personnel. This TPOA incorporates relevant theories and concepts to provide a strong knowledge base, and use lectures, readings, and discussions to facilitate understanding; foster a supportive environment that values personal experiences and emotional connections. Integrate storytelling, group discussions, and reflective practices; design activities that allow learners to apply concepts through practical exercises, simulations, or projects; and encourage real-world applications to solidify learning.

B. Emerging human rights issues and concerns from the concluding observations of International Human Rights Treaties and other UN Mechanisms

HRIAC No. 2.1. *8.* (CAT Recommendations #8) (d) Make it possible for the oversight committee to convene immediately and to meet at regular intervals. The oversight committee should keep a database for systematically collecting information on the

implementation of the Anti-Torture Act, including on investigations, prosecutions, access to medical evaluations, acts of intimidation and reprisals, and the implementation of the rehabilitation program, and keep an inventory of detention centers and facilities under the jurisdiction of the Philippine National Police and the Armed Forces of the Philippines.

Currently, the Philippines has no independent oversight committee to monitor the implementation of the Anti-Torture Act. Also, the absence of systematic data collection regarding investigations, prosecutions, medical evaluations, and instances of intimidation hampers our ability to ensure accountability and transparency in our operations. The most marginalized and vulnerable sectors affected by this oversight gap include detainees, particularly those accused of crimes without sufficient legal representation. International treaties like the CAT emphasize the need to prevent torture and inhuman treatment, while the Philippine Constitution guarantees rights such as due process, humane treatment, and right to legal counsel. National laws, including the Anti-Torture Act (RA 9745),[82] reinforce protections against torture and provide accountability mechanisms.

Despite existing policies and programs aimed at addressing torture, agencies encounter challenges, such as limited resources, inadequate training, and bureaucratic obstacles that hinder effective implementation. Enhancing the capacity to monitor and enforce these protective measures is crucial. Additionally, the private sector must ensure that their operations do not contribute to human rights violations. Marginalized and disadvantaged communities can engage in advocacy and raise awareness about their rights, participating in community-based monitoring initiatives. By forming coalitions, these groups can amplify their voices, push for accountability, and demand improved protections from authorities. Strengthening these efforts is vital for upholding human rights and ensuring that duty-bearers fulfill their responsibilities.

The HRIAC 2 addresses an encompassing range of issues and concerns identified in the PHRP3. Its comprehensive approach emphasizes the need for immediate action on gaps in oversight, protection, and rights awareness, emphasizing the interlinkage of human rights commitments across multiple areas of detention, justice, and humane treatment.

SECTION 3: STATEMENT OF THEMATIC GOALS AND OBJECTIVES

Goal Statement: To enhance existing safekeeping and welfare standards in all custodial/detention facilities by institutionalizing programs on spiritual and physical well-being, respect and protection of human rights of PDLs, and establishing the standard of a secured, clean, adequately equipped, and sanitary jail/prison in five years as 100% compliance to the mandate of Section 63 of RA 6975.

Objective A: To address 100% of all reported cases of torture, and other acts of cruel, inhuman, or degrading treatment or punishment, and resolve these reported cases within the prescribed period

Objective B: To develop and implement policies and programs of action in compliance with CAT Recommendation No. 8 on establishing holistic monitoring and data consolidation

[82] Republic Act No. 9745, "An Act Penalizing Torture and Other Cruel, Inhuman and Degrading Treatment or Punishment and Prescribing Penalties Therefor," enacted 10 November 2009.

SECTION 4: STATEMENT OF OUTCOME, INDICATORS, AND TARGETS FOR IMPROVEMENT

OUTCOME STATEMENT

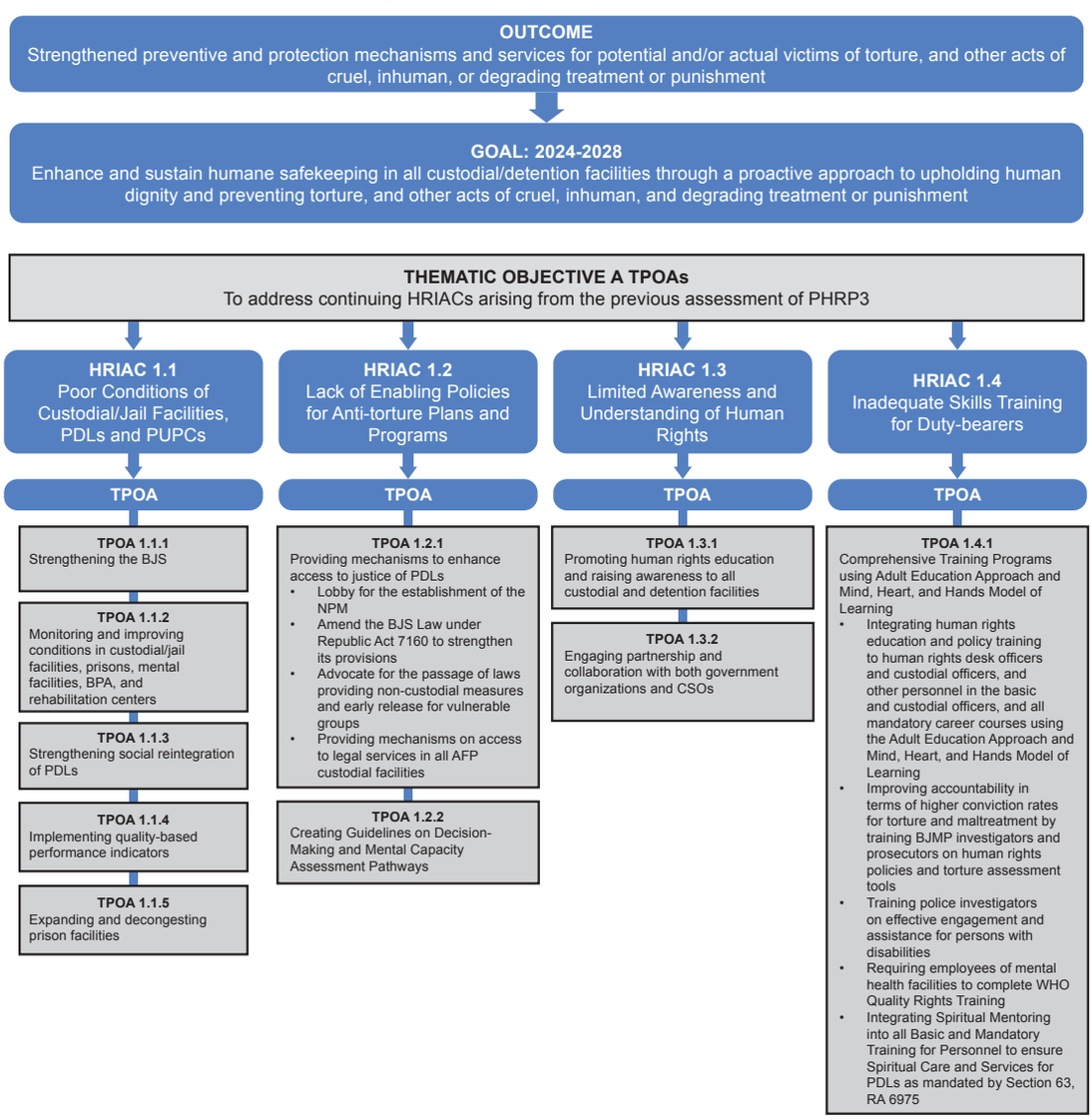
Strengthened preventive and protection mechanisms and services for potential and/or actual victims of torture, and other acts of cruel, inhuman, or degrading treatment or punishment

Outcome Indicators and Target Improvements

Key Indicators	Baselines	Targets for Improvement
Decrease in the number of cases of torture and other acts of cruel, inhuman, or degrading treatment or punishment	379 reported cases of torture and other acts of cruel, inhuman, or degrading treatment or punishment from 1 June 2016 to 30 June 2024 Source: CHR Data from 1 June 2016 to 30 June 2024	25% decrease of cases of torture and other acts of cruel, inhuman, or degrading treatment or punishment in places of deprivation of liberty
Decreased congestion rate in all jail/custodial facilities	Congestion rate as of 31 December 2023	25% decrease of congestion rate in all jail/custodial facilities by 2028

SECTION 5: THEMATIC PROGRAMS OF ACTION

Figure 1 - Objective A TPOAs



OBJECTIVE A: Address continuing HRIACs from the PHRP3

TPOA 1.1.1: Strengthening the BJS

Key Indicator: Improved capacity of Lupong Tagapamayapa through training and development programs

Baseline: Total number of barangays with organized Lupong Tagapamayapa members trained and certified for the period of three years

Performance Targets:

2025

- Trained 25% of barangays with organized Lupons nationwide on Katarungang Pambarangay (KP)

2026

- 20% increase in the number of barangays with organized Lupons trained on KP
- In 2025, 80% of trained barangays achieved a settlement rate of at least 80% in cases referred to their Lupon members

2027

- 20% increase in the number of barangays with organized Lupons trained on KP
- In 2026, 85% of trained barangays achieved a settlement rate of at least 80% in the cases referred to their Lupon members

2028

- 20% increase in the number of barangays with organized Lupons trained on KP
- In 2027, 90% of barangays trained in the previous year achieved a settlement rate of at least 80% in cases referred to their Lupon members

This TPOA aims to strengthen the capacity of the Lupons through targeted training and development programs that will enhance their skills in conflict resolution, mediation, and restorative justice practices. By equipping Lupon members with the necessary knowledge and tools for effective dispute settlement, this initiative seeks to improve the KP and empower local leaders to address community issues more efficiently.

The training program will focus on critical areas such as knowledge on the KP Law, ADR techniques, and community engagement. These programs will ensure that Lupon members are better prepared to mediate and resolve conflicts at the barangay level before they escalate into more serious disputes that require formal judicial intervention.

Investing in the capacity of the Lupon is essential for reducing the burden on the formal judicial system, particularly in handling minor offenses and neighborhood disputes that can be resolved locally. Strengthening the Lupon's ability to address such conflicts early on fosters a culture of peace, cooperation, and restorative justice within communities. This contributes to reducing the number of unresolved complaints, minimizing case backlogs, and creating a more efficient and responsive justice system.

Success will be measured by the number of Lupong Tagapamayapa members who complete training and certification programs, as well as their ability to apply the learned skills in real-life mediations. Key performance targets will track the percentage increase in trained members year-over-year, alongside the number of complaints referred to and resolved by the barangays. These metrics will help gauge the program's effectiveness and its impact on the BJS.

This initiative aligns with national policies aimed at strengthening community-based justice mechanisms and supports the achievement of SDG 16 (Peace, Justice, and Strong Institutions) by promoting access to justice at the grassroots level. By investing in the capacity of the Lupong Tagapamayapa, this program will help create a more inclusive, effective, and just justice system that is accessible to all citizens, regardless of their socioeconomic background.

TPOA 1.1.2: Monitoring and improving conditions in custodial/jail facilities, prisons, mental facilities, BPA, and rehabilitation centers

Key Indicator: Number of facilities inspected

Baseline: Total number of inspected facilities in 2024 custodial facilities, jails, prisons, mental facilities, BPA, and regional rehabilitation centers

Performance Targets:

2025 Increased inspection by 5% over the 2024 baseline for each facility type

2026 Increased inspections by 5% over the 2025 total for each facility type

2027 Increased inspections by 5% over the 2026 total for each facility type

2028 Increased inspections by 5% over the 2027 total for each facility type.

This program aims to regularly monitor and improve living conditions in jails, prisons, custodial facilities, mental health institutions, BPA (youth detention centers), and rehabilitation centers.

This TPOA will primarily focus on ensuring the safety and security of PDLs and PUPCs against torture and other forms of cruel, inhuman, or degrading treatment. It is crucial to recognize that torture goes beyond physical scars; psychological torture can be even more damaging. Therefore, the custodial facilities must provide good conditions that uphold the dignity of all individuals, including the specific needs of persons with disabilities.

It focuses on addressing overcrowding, sanitation, healthcare, mental health services, and overall humane treatment. Success will be measured through facility audits, improved health and well-being outcomes for detainees and patients, and the reduction of human rights violations. Metrics will include the number of facilities inspected, the quality of living conditions, and access to medical and mental health services. This TPOA supports national development goals and international commitments, aligning with SDG 3 (Good Health and Well-being) and SDG 16 (Peace, Justice, and Strong Institutions).

TPOA 1.1.3: Strengthening social reintegration of PDLs

Key Indicator: PDLs who benefitted from BJMP's welfare and development program receiving post-release assistance such as employment, education, housing, health, religious counseling/life coaching and other psychosocial nterventions

Baseline: Number of PDLs who received pre- and post-release benefits and number of reintegration partnerships with community support groups focused on post-release reintegration programs for PDLs

Performance Targets:

2024 Established a baseline of PDLs referred for post-release reintegration support by community support groups and number of committed partnerships established between BJMP and the community support groups for post-release interventions

2025

- Increased number of PDLs referred for support of community support groups by 10% from the baseline
- Increased number of partnerships with community support groups by 25% from the baseline

2026

- Increased number of PDLs referred for support of community support groups by 10% from the baseline
- Increased number of partnerships with community support groups by 25% from the previous year

2027

- Increased number of PDLs referred for support of community support groups by 10% from the baseline
- Increased number of partnerships with community support groups by 25% from the previous year

2028

- Increased number of PDLs referred for support of community support groups by 10% from the baseline
- Increased number of partnerships with community support groups by 25% from the previous year

The BJMP aims to strengthen its referral system to enhance the social reintegration of PDL in the Philippines, addressing the needs of over 100,000 individuals incarcerated within its jail facilities nationwide. These individuals often face stigma, resource scarcity, and inadequate support, hindering their successful reintegration. Their rights are safeguarded by international treaties like the ICCPR and national laws, emphasizing humane treatment and rehabilitation.

Key duty-bearers, including the BJMP, LGUs, and social service agencies, are responsible for protecting PDL rights. However, many lack the resources and policies necessary for effective implementation. Current allocations for food and medical care are insufficient, undermining PDL well-being and rehabilitation prospects. Non-state actors, such as private sector organizations, can play a vital role by providing employment opportunities and support services, while also helping to reduce stigma through community engagement.

The comprehensive reintegration initiative focuses on enhancing BJMP's referral system and collaboration with partner organizations, emphasizing rehabilitation from the time of detention to post-release. Success will be measured by identifying system gaps, training personnel, tracking reintegration rates, and establishing MOAs with community partners.

The initiative, structured from 2025 to 2028, will include specific phases and quarterly targets to ensure accountability. Recommendations for alignment with SMART criteria include setting baseline metrics, engaging stakeholders for feedback, and developing risk management plans. With adequate funding and commitment, this initiative can effectively address PDL reintegration, aligning with national priorities and SDGs, particularly in the areas of poverty reduction and community safety.

TPOA 1.1.4: Implementing quality-based performance indicators

Key Indicator: Number of arrests evaluated against an array of quality-based performance indicators (e.g., increased police visibility and other effective crime prevention strategies, increased referral to BJS of mediatable cases, enhanced implementation of non-custodial measures utilizing police discretion, timely delivery of arrested persons to judicial authorities, fast and effective case buildup for grave crimes resulting in higher conviction rate and reduced investigation caseload)

Baseline: Currently, 40% of arrests are assessed for compliance with established procedures, with minimal focus on community impact.

Performance Targets:

2025

- Developed quality-based performance indicators specific to arrest procedures, including legal compliance and community safety
- Assessed 60% of arrests against these indicators

2026

- Implemented training for law enforcement on the new indicators
- Achieved 75% adherence to quality-based performance indicators in arrest evaluations

2027

- Evaluated 85% of arrests based on the established indicators
- Gathered feedback from community stakeholders on perceived effectiveness and fairness of arrest practices

2028

- Achieved a 90% compliance rate with performance indicators
- Used data to identify trends and areas for improvement in arrest practices

The TPOA 1.1.4 focuses on implementing quality-based performance indicators for the PNP, guided by RA 6975 and 8551. These laws mandate the PNP under National Police Commission's (NAPOLCOM) supervision to align with ethical standards and proper use of authority, as reinforced by the United Nations Code of Conduct for Law Enforcement Officials. The plan also connects with the PDP and the National Crime Prevention Program, promoting community-centered policing and reducing reliance on quantity-driven arrest strategies.

The TPOA emphasizes SDG 16, which aims to create peaceful, just, and inclusive institutions. The introduction of quality-based performance indicators aims to address biases within law enforcement by eliminating arbitrary measures and focusing on equitable practices. It also aligns with SDGs, particularly economic viability and social equity, by enhancing public trust in the police force and promoting accountability, leading to a safer and more just environment.

Over the years, the plan outlines several phases, including revisiting PNP policies, drafting a Memorandum Circular, conducting orientations, and monitoring implementation. By 2028, the TPOA seeks to evaluate the impact of these new quality-based performance indicators on police performance, particularly in arrest and crime reporting, while promoting restorative justice and alternative dispute resolution methods.

TPOA 1.1.5: Expanding and decongesting prison facilities

Key Indicator: Rate of jail congestion decreasing consistently until the ideal occupancy rate of less than 100% is achieved based on the standard floor space requirement of 4.7 square meter per PDL

Baseline: Average congestion rate of jails, prisons, and other custodial facilities nationwide

Performance Targets:

2024 Reduced congestion rate by 5% from baseline

2025 Reduced congestion rate by 5% from previous year

2026 Reduced congestion rate by 5% from previous year

2027 Reduced congestion rate by 5% from previous year

2028 Reduced congestion rate by 5% from previous year

The TPOA 1.1.5 outlined measures that will help in the expansion of floor space and decongestion of prison facilities in the Philippines. It addresses key state obligations, such as improving correctional services and ensuring that PDLs are detained in facilities that meet United Nations Standards. It also emphasizes the importance of aligning national actions with international treaties, including the ICCPR and the CAT. The program aims to address overcrowding by expanding facilities, particularly through the construction of dormitories, regional prisons, and special facilities for heinous crime convicts.

The TPOA 1.1.5 specifies the performance targets for the years 2025 to 2028, which include transferring a set number of PDLs from the National Bilibid Prison (NBP) to less congested facilities, and constructing or expanding correctional centers. These targets are aimed at improving living conditions, reducing the risk of disease transmission, and

addressing mental health challenges among PDLs. Each year has quarterly goals, such as completing 50-100% of planned construction projects, transferring thousands of PDLs, and ensuring compliance with health and safety standards. Key institutions involved in implementing these actions include the BuCor, the Department of Budget and Management (DBM), and Congress.

The estimated budget for these initiatives is broken down by year and includes funding allocations for dormitory construction and upgrades. However, potential constraints include budget disapproval, construction delays, and changes in government priorities, which could impact the timely completion of these projects. The overarching aim of the program is to align prison expansion efforts with the SDGs, particularly Goal 16 on peace, justice, and strong institutions, while promoting human rights and inclusive governance.

TPOA 1.2.1: Providing mechanisms to enhance access to justice of PDLs

Key Indicators: Establishment and implementation of mechanisms that enhance access to justice that resulted to increased rate of release of PDLs

Baseline: Percentage of PDL released due to implementation of mechanisms that enhanced access to justice for the past three years including, but not limited, to alternative dispute resolution programs in the Criminal Justice System, legal modes of early release (e.g. Release on Recognizance, bail, judicial determination of probable cause, probation, parole, executive clemencies, and other non-custodial measures), referral to BJS, etc.

Performance Targets:

2024 Determined percentage of PDLs diverted from litigation and rate of release from custody/imprisonment per type of access to justice mechanism. Secure commitment from key agencies to support and advocate for the NPM legislation, and other access to justice initiatives, including the amendment of BJS provisions in the Local Government Code and passage of bill on non-custodial measures.

2025 Increased by 10% the number of PDLs, PUPCs, and prisoners released due to enhanced access to justice compared to the baseline. Lobby the passage of the NPM.

2026 Achieved a further 10% increase in the number of PDLs, PUPCs, and prisoners released due to enhanced access to justice. Lobby the passage of law to improve the BJS.

2027 Achieved a further 10% increase in the number of PDLs, PUPCs, and prisoners released due to enhanced access to justice. Lobby the passage of law authorizing non-custodial measures during investigation, pre-trial and sentencing.

2028 Reached a cumulative 30% increase in the number of PDLs, PUPCs, and prisoners released due to greatly improved access to justice from 2025, ensuring an ongoing reduction in unresolved cases through the implementation of new access to justice mechanisms.

This TPOA aims to strengthen legal protections against torture and promote human rights in accordance with the Philippine Constitution and international treaties, including the OPCAT. As a signatory to the OPCAT, the Philippines is required to establish a domestic version of the UN SPT, known as NPM, within one year of its accession. The UN's "Guidelines on National Preventive Mechanisms" further stipulate that NPMs must be established through appropriate legislation or constitutional provisions.

To achieve these goals, the TPOA focuses on several key initiatives. It advocates for the establishment of the NPM to monitor detention facilities, promotes amendments to the BJS

Law to enhance community-based justice, and supports the creation of laws that provide non-custodial measures and early release options for vulnerable groups, such as the elderly, persons with disabilities, and minors. These measures aim to alleviate overcrowding in detention centers while emphasizing rehabilitation over incarceration.

The successful implementation of this program hinges on effective collaboration among government entities, CSOs, and other stakeholders. In fostering this cooperative approach, the TPOA aligns with SDG 16 (Peace, Justice, and Strong Institutions) and the PDP, striving to promote fair and inclusive justice systems that protect and empower vulnerable populations.

TPOA 1.2.2: Creating guidelines on decision-making and mental capacity assessment pathways

Key Indicator: Percentage of decision-making assessments completed following the new guidelines

Baseline: No standardized guidelines are currently in place.

Performance Targets:

2024 Developed and pilot draft guidelines on decision-making and mental capacity assessment pathways; initiated training for relevant staff

2025 Finalized and implement guidelines organization-wide; ensured 50% adherence to the guidelines in initial assessments

2026 Achieved 75% adherence to guidelines in decision-making and mental capacity assessments; conduct reviewed and adjusted guidelines as needed

2027 Reached 90% adherence; gathered feedback from staff and stakeholders for potential enhancements

2028 Maintained 95% adherence; fully integrated guidelines into routine practice, with ongoing monitoring and adjustments

The TPOA prioritizes the immediate establishment of guidelines and procedures for decision-making and mental capacity assessment. This involves developing clear standards and protocols to ensure that decisions made on behalf of individuals with disabilities are in their best interests and respect their autonomy. The plan emphasizes the importance of involving government organizations, CSOs, NGOs, and people's organizations (POs) in collaborative governance structures. This inclusive approach ensures that diverse perspectives and experiences are considered in shaping the implementation of the TPOA.

Furthermore, the TPOA links with relevant SDGs and normative frameworks, demonstrating its commitment to addressing broader societal issues. By addressing these obligations, the TPOA contributes to promoting sustainable development and protecting the rights of individuals with disabilities.

TPOA 1.3.1: Promoting human rights education and raising awareness to all custodial and detention facilities

Key Indicator: Number of information dissemination and education activities in all custodial and detention facilities

Baseline: Number of information dissemination activities conducted in the past three years

Performance Targets

2024 Designed plans and production of IEC materials

2025 Completed increase of 25% of IEC activities

2026 Completed increase of 25% of IEC activities

2027 Completed increase of 25% of IEC activities

2028 Completed increase of 25% of IEC activities

A key issue in preventing torture is the lack of awareness among victims and state actors regarding their rights and obligations. This TPOA addresses this by fulfilling the state's duty to

respect, protect, and fulfill human rights, as mandated by international treaties like the CAT and the Philippine Constitution. Success will be measured by the number of individuals trained, the implementation of awareness campaigns, and the reduction of reported cases of torture. Surveys assessing knowledge of anti-torture laws among target groups will also be used.

With proper collaboration between government agencies, CSOs, and international partners, the program can be effectively implemented through training sessions, workshops, and public campaigns. The initiative is crucial for upholding the Philippines' commitment to human rights, aligning with SDG 16 (Peace, Justice, and Strong Institutions) and the PDP by promoting justice, accountability, and preventing torture.

TPOA 1.3.2: Engaging partnership and collaboration with both government organizations and CSOs

Key Indicator: Number of partnerships

Baseline: 48 Human Rights Stakeholders Forum conducted from 2022 to 2024

Performance Targets:

2025 Conducted 30 Regional Human Rights Stakeholders Forum and Dialogues

2026 Conducted 30 Regional Human Rights Stakeholders Forum and Dialogues

2027 Conducted 30 Regional Human Rights Stakeholders Forum and Dialogues

2028 Conducted 30 Regional Human Rights Stakeholders Forum and Dialogues.

The TPOA seeks to involve local communities in human rights initiatives by fostering collaboration between government agencies, CSOs, and other stakeholders. It focuses on empowering communities to participate in monitoring, reporting, and advocacy efforts to prevent human rights abuses, including torture. Progress will be tracked through community engagement activities, such as the number of partnerships formed, community-based monitoring initiatives, and reports of human rights violations filed. Through collaboration between the government and CSOs, the program will leverage existing resources, training, and platforms to engage communities.

The initiative directly aligns with the Philippines' obligations under international human rights treaties, such as the CAT, and national laws, including the Philippine Constitution, which guarantees the protection of human rights. It also supports SDG 16 (Peace, Justice, and Strong Institutions) and the PDP, both of which emphasize justice, strong institutions, and community involvement.

TPOA 1.4.1: Comprehensive Training Programs using Adult Education Approach and Mind, Heart, and Hands Model of Learning

Key Indicator: Number of trained uniformed personnel

Baseline: Zero (New Approach)

Performance Targets:

2025 Increased trained uniformed personnel by 25%

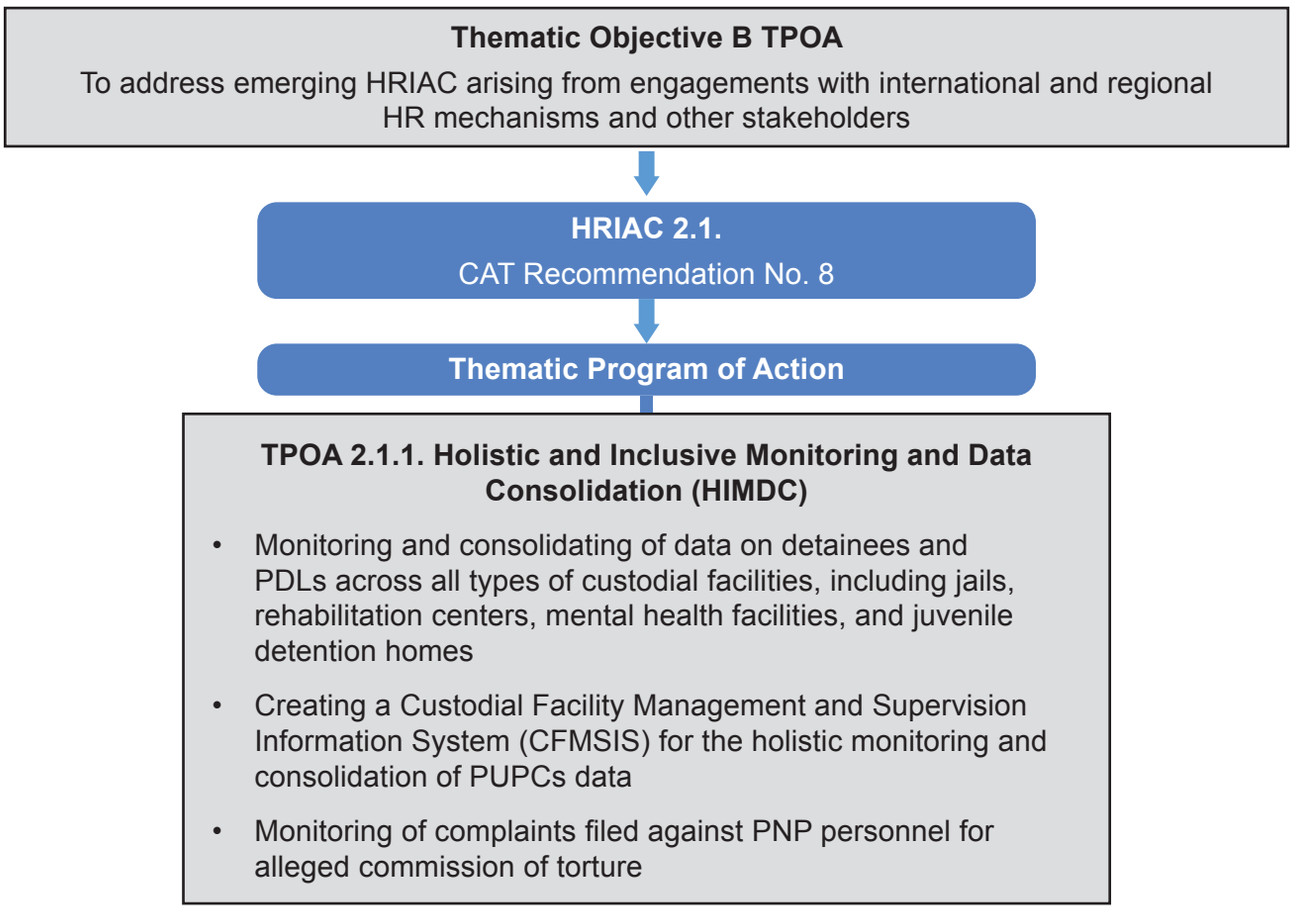
2026 Increased trained uniformed personnel by 25%

2027 Increased trained uniformed personnel by 25%

2028 Increased trained uniformed personnel by 25%

This TPOA includes trainings on integrating human rights education and policy training to human rights desk officers and other personnel in the basic and all mandatory career courses using the Adult Education Approach and Mind, Heart, and Hands Model of Learning; improving accountability in terms of higher conviction rates for torture and maltreatment by training BJMP investigators and prosecutors on human rights policies and torture assessment tools; training police investigators on effective engagement and assistance for persons with disabilities requiring employees of mental health facilities; to complete World Health Organization (WHO) Quality Rights Training; and integrating Spiritual Mentoring into all Basic and Mandatory Training for Personnel to ensure Spiritual Care and Services for PDLs as mandated by Section 63, RA 6975.

Figure 2 - Objective B TPOA



TPOA 2.1.1: Holistic and Inclusive Monitoring and Data Consolidation (HIMDC)

Key Indicator: 100% of jail/custodial facilities provide complete, accurate, and disaggregated data on PUPCs and PDLs, including age, gender, disability status, and cultural background

Baseline: Zero (New Approach)

Performance Targets:

2025 Increased jail/custodial facilities with operational HIMDC by 25%

2026 Increased jail/custodial facilities with operational HIMDC by 25%

2027 Increased jail/custodial facilities with operational HIMDC by 25%

2028 Increased jail/custodial facilities with operational HIMDC by 25%

The TPOA aims to monitor and consolidate comprehensive data on PUPCs and PDLs across various custodial facilities, including jails, rehabilitation centers, and individuals in mental health facilities and juvenile detention homes.

The data will be disaggregated by age, gender, disability, religion, and cultural background to ensure a nuanced understanding of the population's needs and vulnerabilities. Moreover, this initiative aligns with SDG 16 (Peace, Justice, and Strong Institutions) by promoting transparent, accountable, and inclusive institutions. It also supports the PDP by addressing gaps in data management, which is essential for formulating policies that safeguard human rights. Collaboration between government agencies, local governments, and CSOs will be vital to ensuring that accurate and actionable data are regularly gathered and used.

SECTION 6: PLAN OF WORK: 2024-2028

This chapter will address the continuing and emerging HRIACs arisen from the previous assessment of PHRP3.

To address these issues and concerns, the following are the TPOAs each accompanied by specific performance targets, activities, indicators, and timelines from 2024 to 2028, along with identified risks and mitigating measures, to ensure systematic and effective implementation.

MATRIX 1: PLAN OF WORK: 2024-2028

Thematic Objective A: Continuing HRIACs Under PHRP3							
TPOA NO 1.1.1. Strengthening the BJS							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
• Assessed both the efficacy and challenges of the PNP at the station level in endorsing and/or referring back mediatable cases to the BJS • Made a detailed analysis by comparing Strengths with Threats and Weaknesses with Opportunities	National	• Crafting of Policy on Standard Referral System of Complaints from PNP to barangay • Conduct information awareness through social media in the rule of the BJS. • Effective implementation of the "Revitalized Pulis sa barangay" program	• Investigative Directive on the Standard Referral System of Complaints from PNP to barangay • Number of conducted information awareness through social media • List of accomplishments of deployed Pulis sa Barangay	Q1 to Q4 of 2025	PNP	PNP budget and possible assistance from UN Bodies	**Resource Constraint:** Limited source of funding
Implemented the Standardized Referral System of Complaints to the barangay	National	Monitoring and recording of complaints referred by the PNP to the barangay	Number of complaints referred to the barangay	Q1 to Q4 of 2026	PNP	PNP budget and possible assistance from UN Bodies	**Resource Constraint:** Limited source of funding
Monitor the implementation of the Referral System	National and Local	Consolidation and analysis of data on complaints referred to the barangay	Decreased number of PUPCs incarcerated in police stations because of BJS	Q1 to Q4 of 2027	PNP	PNP budget and possible assistance from UN Bodies	**Resource Constraint:** Limited source of funding
Monitoring and evaluation	National and Local	Increased the resolution rate of the complaints being reported at the barangay level	Decreased number of PUPCs incarcerated in police stations because of BJS	Q1 to Q4 of 2028	PNP	PNP budget and possible assistance from UN Bodies	**Resource Constraint:** Limited source of funding

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Assessed the BJS	National	Assessment of BJS mechanisms	Underlying causes of huge intake identified Assessment of BJS performance and limitations including SWOT analysis completed Conducted research study about restorative justice	Q1 to Q4 of 2025	DILG and Office for Alternative Dispute Resolution (OADR)	Regular budget allocation	**Risk:** Limited cooperation from local authorities **Constraint:** Data availability **Assumption:** Willingness of stakeholders to participate **Mitigation:** Engage stakeholders actively, ensure data transparency
• Revisited and revised the Katarungang Pambarangay Training Manual • Developed a standard training curriculum for KP practitioners with restorative justice as framework	National and Local	Improve the mechanism	Developed one module regarding restorative justice and Katarungang Pambarangay Training Manual	Q1 to Q4 of 2026	DILG National Barangay Operations Office (NBOO) Bureau of Local Government Supervision (BLGS) OADR Ateneo Human Rights Center	With assistance from Ateneo Human Rights Center	**Risk:** Resistance to change from local authorities **Constraint:** Limited resources for training **Assumption:** Local buy-in for integration **Mitigation:** Tailored training, advocacy for policy adoption
Implementation	National and Local	Initial implementation of new mechanism	• Number of plans implemented, initial outcomes assessed • Increased percentage of disputes in the barangay resolved using the revised training manual • Increased percentage of barangays submitted monitoring reports quarterly • Increased number of Barangays engaged with Lupong Tagapamayapa Incentives Awards (LTIA)	Q1 to Q4 of 2027	DILG OADR Ateneo Human Rights Center	With assistance from Ateneo Human Rights Center	**Risk:** Lack of resources for full-scale implementation **Constraint:** Resistance from vested interests **Assumption:** Adequate support from higher authorities **Mitigation:** Prioritize high-impact actions, engage with stakeholders

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Monitoring and evaluation	National	Evaluation and feedback	Evaluation report completed, improvement areas identified	Q1 to Q4 of 2028	DILG OADR Ateneo Human Rights Center	With assistance from Ateneo Human Rights Center	**Risk:** Inaccurate data collection **Constraint:** Limited time for evaluation **Assumption:** Availability of necessary data **Mitigation:** Rigorous data validation, efficient evaluation methods

TPOA NO 1.1.2. Monitoring and improving conditions in custodial/jail facilities, prisons, mental facilities, Bahay Pag-Asa, and rehabilitation centers							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Assessed all PUPCs nationwide and the custodial facilities by conducting Custodial Facilities Inspection	National and Local	• Assess which custodial facilities are congested. • On-site inspections of custodial facilities • Come up with a coordinating mechanism with the courts for the prompt issuance of Commitment Orders • Conducted assessment of current subsistence allowance rates and needs	• Increased number of custodial facilities inspected per quarter • Increased percentage of custodial facilities that meet safety, hygiene, and overcrowding standards • Increased number of deficiencies identified and corrective actions implemented	Q1 to Q4 of 2025	PNP HRAO	PNP budget	**Resource Constraint:** Limited source of funding
Conducted of Custodial Facilities Inspection continuously and followed up on the subsistence allowance of PUPCs	National and Local	• Conduct follow-up visits and periodic reviews to track progress, address deficiencies, and ensure sustained improvements in custodial practices. • Propose for an increase in subsistence allowance for PUPCs.	• Increased number/ percentage of custodial facilities inspected • Budget for Fiscal Year 2026	Q1 to Q4 of 2026	PNP HRAO	PNP Budget	**Resource Constraint:** Limited source of funding

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Complied with standard design type of buildings, particularly custodial facilities including setting up of CCTV	National and Local	• Collect data from the Engineering Service of PNP on the number of police stations that are not compliant to the standard design type of buildings (in accordance with Napolcom Resolution Number 2021-1419). • Install CCTV cameras with 24 hours rotational duty to serve as security to all PUPCs against torture.	• An increased number of police stations complied with the standard design type of buildings. • Increased number of custodial facilities with infrastructure upgrades addressing accessibility (e.g., for persons with disabilities) • All PNP custodial facilities must have installed cameras with 24 hours rotational duty.	Q1 to Q4 of 2027	PNP HRAO	PNP budget	**Resource Constraint:** Limited source of funding
Assessed custodial facilities if they are designed to address the needs of persons with disabilities (e.g., railings, ramps, etc.)	National and Local	Creation of a Technical Working Group and Implementation	Create a Technical Working Group for compliance with the standard design type of buildings.	Q1 to Q4 of 2028	PNP HRAO	PNP budget	**Resource Constraint:** Limited source of funding

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Assessed all PUPCs nationwide and the custodial facilities by conducting Custodial Facilities Inspection	National and Local	• Assess which custodial facilities are congested. • Onsite inspections of custodial facilities • Come up with a coordinating mechanism with the courts for the prompt issuance of Commitment Orders. • Conducted assessment of current subsistence allowance rates and needs.	• Increased number of custodial facilities inspected per quarter • Increased percentage of custodial facilities that meet safety, hygiene, and overcrowding standards • Increased number of deficiencies identified and corrective actions implemented	Q1 to Q4 of 2025	PNP HRAO	PNP budget	**Resource Constraint:** Limited source of funding

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Conducted Custodial Facilities Inspection continuously and followed up on the subsistence allowance of PUPCs	National and Local	• Conduct follow-up visits and periodic reviews to track progress, address deficiencies, and ensure sustained improvements in custodial practices. • Propose for an increase in subsistence allowance for PUPCs.	Increased number/ percentage of custodial facilities, inspected budget for Fiscal Year 2026	Q1 to Q4 of 2026	PNP HRAO	PNP budget	**Resource Constraint:** Limited source of funding
Complied with standard design type of buildings, particularly custodial facilities including setting up of CCTV	National and Local	• Collect data from the Engineering Service of PNP on the number of police stations which are not compliant to the standard design type of buildings (in accordance with NAPOLCOM Resolution Number 2021-1419). • Install CCTV cameras with 24 hours rotational duty to serve as security to all PUPCs against torture.	• An increased number of police stations complied with the standard design type of buildings • Increased number of custodial facilities with infrastructure upgrades addressing accessibility (e.g., for persons with disabilities) • All PNP custodial facilities must have installed cameras with 24 hours rotational duty.	Q1 to Q4 of 2027	PNP HRAO	PNP budget	**Resource Constraint:** Limited source of funding
Assessed custodial facilities if they are designed to address the needs of persons with disabilities (e.g., railings, ramps, etc.)	National and Local	Creation of a Technical Working Group and Implementation	Create a Technical Working Group for compliance with standard design type of buildings.	Q1 to Q4 of 2028	PNP HRAO	PNP budget	**Resource Constraint:** Limited source of funding
Ensured and guaranteed the safety of PDLs	National and Local	Assessment of PDEA custodial facilities nationwide	Number of assessed/ surveyed PDEA Custodial Facilities	Q1 to Q4 of 2025	PDEA (Internal Affairs Service (IAS) Plans and Operations Service (POS) and concerned PDEA Regional Office)	PDEA Budget and possible assistance from UN Bodies	**Resource Constraint:** Limited source of funding
	National and Local	Develop inspection schedule and checklist per Regional Office.	Number of prepared inspection schedules and checklists	Q1 to Q4 of 2026	PDEA (IAS, POS, and concerned PDEA Regional Office)	PDEA Budget and possible assistance from UN Bodies	**Resource Constraint:** Limited source of funding
	National and Local	Crafting of Comprehen sive Report on the living conditions of PDLs	Number of submitted reports per Regional Office	Q1 to Q4 of 2027	PDEA (IAS, POS, and concerned PDEA Regional Office)	PDEA Budget and possible assistance from UN Bodies	**Resource Constraint:** Limited source of funding
	National and Local	Evaluation and Revision of PDEA Detention Facility Manual, if necessary	Number of meetings conducted to evaluate and assess the matters that may arise as a result of inspection and feedbacks from concerned parties	Q1 to Q4 of 2028	PDEA (IAS, POS, and concerned PDEA Regional Office)	PDEA Budget and possible assistance from UN Bodies	**Resource Constraint:** Limited source of funding

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
MOA entered into between BuCor and CHR dated 22 December 2022 for the provision of technical assistance to BuCor as to the effective implementation of Human Rights Law	National	Enhancement of the established Human Rights Officer Desk to all prisons and penal farms	Human Rights Desk Office	2024-2028	BuCor	Agency budget	**Risk:** Resources
		Conducted trainings and seminars to all BuCor Human Rights Officer (BuCor HRO) of all prison and penal farms	Knowledge and equip BuCor HRo				
		Submission of monthly report on the assessment and inspection of possible human rights violation	Prevention of possible human rights abuse				
Released PDLs qualified to any legal means of release on time	National	Conduct of Management Screening and Evaluation Committee (MSEC) deliberation for at least 2,000 PDL	Computed the GCTA to each PDL	2024-2028	BuCor	Agency budget	**Risk:** Resources
Transferred PDLs from NBP to the less congested prison and penal under BuCor	National	Transfer at least 500 per month from NBP to other less congested prison and penal farm.	Lessen the number of PDLs confined at NBP.	2024-2028	BuCor	Agency budget	**Risk:** Resources
Constructed additional facilities to all existing prison and penal farm and at least one additional regional prison and penal farm	National	• Construct at least three additional building dormitories for PDL at Iwahig Prison and Penal Farm (IPPF), San Ramon Prison and Penal Farm (SRPPF), and Davao Prison and Penal Farm (DPPF). • One additional regional facility	• Lessen the number of PDLs at NBP. • Decrease the congestion rate in all prison and penal farm dormitories.	2024-2028	BuCor	Agency budget	**Risk:** Resources
Proposed amendments pf the Anti-Torture Law to include PDLs on the law	National	• Draft a proposed bill enhancing the Anti-Torture Act. • Look for sponsor for the proposed bill. • Presentation of the bill for deliberation and eventually approval • Implementation of the law • Initial evaluation of the implementation through coordination with the CHR	High percentage of prevention of torture to PDLs due to enhanced monitoring system in all prisons and penal farms	2024-2028	BuCor	Agency budget	**Risk:** Resources

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Monitored BPA's conformity with the (1) Guidelines on the Operation of BPA, and (2) Minimum Standards and Guidelines for BPA and other Youth Care Facilities	National and Local	• Issuance of a Memorandum Circular for the Minimum Standards and Guidelines for the BPA and other Youth Care Facilities • Capacity building to BPA staff on existing guidelines • Annual monitoring of BPAs	• Increased percentage of BPAs monitored • Increased number of accredited BPAs • Increased percentage of staff capacitated	2025-2028	Juvenile Justice and Welfare Council (JJWC)	₱10,000,000	**Assumption:** Consistency of the implementation of the minimum standards are more likely to prosper if staff assigned in the BPAs are permanent. **Mitigating Measures:** Creation of plantilla positions, especially for the house parents
Monitored Regional Rehabilitation Centers for Youth (RRCYs)	National	Issuance of Revised Guidelines on the JJWC Monitoring of detention facilities for Child in Conflict with the Law	• Increased percentage of RRCYs monitored • Increased percentage of RRCYs accredited per year	Annual Target from 2025 to 2028	DSWD and JJWC	₱13,000,000	**Assumption:** Availability of adequate funds for RRCYs

TPOA NO 1.1.3. Strengthening social reintegration of PDLs							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Phase 1: Assessment and Planning • Conducted a comprehensive assessment of the current referral system within BJMP facilities • Identified gaps and areas for improvement in the referral process • Analyzed existing coordination mechanisms with partner organizations involved in social reintegration • Developed a detailed plan outlining strategies for enhancing the referral system and strengthening coordination efforts Phase 2: Capacity Building • Provided training sessions for BJMP personnel on effective referral procedures and protocols • Organized workshops for partner organizations to improve coordination and collaboration strategies • Equipped BJMP staff with necessary tools and resources to facilitate referrals and reintegration efforts effectively	National	Assessment and identification of gaps in the BJMP Referral System to ensure released PDLs reintegration	• Gaps in the referral are fully identified • Comprehensive plan for PDLs • Reintegration was developed	Q1 to Q4 of 2025	BJMP	DILG CHR DSWD Department of Labor and Employment DD Academe Other public and private companies	Support from the government/ Presidential Human Rights Committee Secretariat intervention

Phase 3: Implementation and Monitoring • Implemented the revised referral system within BJMP facilities • Established regular communication channels with partner organizations to ensure smooth coordination • Monitored the effectiveness of the referral system through regular evaluations and feedback mechanisms • Addressed any challenge or issue encountered during the implementation process promptly	National	Capacity building and establishing a system of collaboration with community partners	Number of personnel trained	Q1 to Q4 of 2026	BJMP Help Desk Officers	Agency budget with possible assistance from UN Bodies	Partners' commitment/ budgetary requirements/ inmates' willingness
Phase 4: Evaluation and Adjustment • Evaluated the impact of the strengthened referral system and intensified coordination efforts on the social reintegration of PDL • Identified areas for further improvement based on feedback from stakeholders and performance data • Made necessary adjustments to the referral system and coordination strategies to enhance effectiveness and efficiency	National	Institutionalizing partnerships and monitoring	Number of Memorandum of Agreement executed between BJMP and community partners	Q1 to Q4 of 2027	BJMP Help Desk Officers	Agency budget with possible assistance from UN Bodies	Partners' commitment/ budgetary requirements/ inmates' willingness
Phase 5: Strengthened the referral system of the BJMP significantly and enhanced coordination efforts with partner organizations, ultimately contributing to the productive social reintegration of PDLs	National	Significantly strengthen the referral system of the BJMP and enhance coordination efforts with partner organizations, ultimately contributing to the productive social reintegration of PDLs.	Percentage of PDLs successfully reintegrated into their communities	Q1 to Q4 of 2028	BJMP Help Desk Officers	Agency budget with possible assistance from UN Bodies	Partners' commitment/ budgetary requirements/ inmates' willingness

TPOA NO 1.1.3. Strengthening social reintegration of PDLs							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Phase 1: Assessment and Planning - • Conducted a comprehensive assessment of the current reformation program of BuCor • Identifed gaps and areas for improvement in the reformation program • Analyzed existing reformation program • Developed a detailed plan outlining strategies for enhancing the reformation program	National	Assessment and identification of gaps in the BuCor reintegration program to ensure the reformation of PDL upon reintegration to mainstream society	Gaps in the reintegration program are fully identified. Comprehensive plan for PDL Reintegration was developed.	Q1 to Q4 of 2025	BuCor	Agency budget	**Risk:** Resources

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Phase 2: Capacity Building • Provided training sessions for BuCor personnel on effective implementation of reformation program • Organized workshops for partner organizations to improve coordination and collaboration strategies • Equipped BuCor personnel with the necessary skills, tools, and resources for the effective implementation of the reformation program Phase 3: Implementation and Monitoring • Implemented the revised reformation program based on the identified gaps in Phase 1 • Established partnership both public and private through MOA for the implementation of the different reformation program • Monitored the effectiveness of the reformation program • Addressed any challenges or issues based on the monitoring feedback	National	Capacity building and establishing a system of collaboration with both public and private	Number of personnel trained	Q1 to Q4 of 2026	BJMP Help Desk Officers	Agency Budget with possible assistance from UN Bodies	**Risk:** Resources
Phase 4: Evaluation and Adjustment • Evaluated the impact of the strengthened reformation program • Identified areas for further improvement based on feedback from partners from public and private entities • Made necessary adjustments to the reformation program based from the result of the research study to enhance effectiveness and efficieny of the program	National	Institutionalizing partnerships and monitoring	Number of Memorandum of Agreement executed between BJMP and Community Partners	Q1 to Q4 of 2027	BJMP Help Desk Officers	Agency budget with possible assistance from UN Bodies	**Risk:** Resources
Phase 5: Strengthened the reformation program of BuCor significantly and enhanced coordination efforts with partner organizations, ultimately contributing to the effective and successful reformation programs of PDLs upon their reintegration to the mainstream society.	National	Significantly strengthen the reformation program of BuCor and enhance coordination efforts with partner organizations, ultimately leading to successful reintegration of PDLs to the mainstream society upon release.	Percentage of PDLs successfully reintegrated into their communities	Q1 to Q4 of 2028 Desk Officers	BJMP Help Desk Officers	Agency budget with possible assistance from UN Bodies	**Risk:** Resources

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Implemented the Buklod Paglaum, which provides intensive intervention for children with serious offense mandatorily placed in BPAs to prevent re-offending when reintegrated into the community	National and Local	• Training of BPAs on Buklod Paglaum • Monitoring of the implementation of Buklod Paglaum	Increased percentage of BPAs implementing Buklod Paglaum	2026-2028	JJWC DSWD LGUs	₱20,000,000	
Evaluated the Aftercare Program for Children in Conflict with the Law that underwent rehabilitation program in BPA and RRCYs	National and Local	• Conduct of evaluation study • Enhancement of aftercare program	• Increased percentage of LGUs with evaluated aftercare program • Increased percentage of LGUs with improved aftercare program based on evaluation results • Increased budget allocation of the LGUs for the implementation of aftercare programs • Decreased percentage of reoffending among CICLs	2026 2027 2028 2028	JJWC LGUs	₱20,000,000	**Assumption:** LGUs prioritize program for children in conflict with the law
Evaluated the effectiveness of RRCYs and BPAs' rehabilitation/ intervention program	National and Local	• Conduct of program evaluation • Enhancement of RRCY and BPA programs	• Increased percentage of RRCYs with evaluated program • Increased percentage of BPAs with evaluated program • Increased percentage of BPAs with enhanced program • Increased percentage of RRCYs implementing enhanced rehabilitation program	2025-2026 2027-2028	JJWC DSWD DILG LGUs	₱30,000,000	**Assumption:** DSWD and LGUs allocating increased investment in rehabilitation programs
Evaluated the impact of the JJWC Support to BPA Project	National and Local	Conduct of evaluation and program enhancement	Improved support project to BPAs	2026	JJWC LGUs	₱5,000,000	**Assumption:** Inclusion of funds for the support to BPA Project in the General Appropriations Act (GAA)
Studied the reoffending rate among children who completed rehabilitation	National and Local	Conduct of studies Advocacy to LGUs on program enhancement	Number of studies conducted	2026 2027	JJWC DSWD LGUs	₱5,000,000	**Assumption:** Consistent use of JJWC Management Information System where data can be generated for the successful conduct of study of reoffending

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Strengthening social reintegration of PDLs	Collaboration with other government and non-government agencies and establishment of partnership for reintegration of PDL	• Conduct consultations and coordination with partner government agencies. • Establish working relationships with agencies such as the DSWD, TESDA, DOLE, and LGUs for the reintegration programs. • Develop Memorandum of Agreement (MOA) with government and non-government partners.	• Establish coordination teams in all regions to facilitate reintegration efforts. • Signed MOAs with key government agencies (DSWD, TESDA, DOLE) and NGOs to formalize roles in reintegration programs • Operational reintegration programs in collaboration with LGUs focusing on employment, education, and community re-entry support for PDLs • Enhanced vocational training programs conducted in 100% of BJMP facilities, certified by TESDA	Q1 2025: • Initial consultations and coordination with partner agencies • Drafting and signing of MOAs Q2 to Q3 2025: • Establishment of community-based reintegration programs • Strengthening of vocational training within BJMP facilities	Lead Agency: BJMP Partners: DSWD TESDA DOLE LGUs NGOs Private sector employers	**Government Funding** DSWD and TESDA allocations for skills and welfare programs: ₱10,000,000 **International Grants and Assistance** Funding from international NGOs or organizations (e.g., ICRC, UN): ₱10,000,000 **Private Sector Contributions** Support from private companies: ₱10,000,000	**Risks/ Constraints:** • Lack of active participation from partner agencies or NGOs • Insufficient resources or funding • PDL stigma in society • Low participation of PDLs in vocational programs • Logistical challenges in monitoring reintegrated PDLs
		• Develop Memorandum of Agreement (MOA) with government and non-government partners. - *Formalize partnerships with agencies and non NGOs through agreements that specify roles in the reintegration of PDLs.* • Create community-based reintegration programs. - *Engage LGUs to create reintegration programs focused on employment, education, and community re-entry support for released PDLs.* • Strengthen skills development and vocational training programs within BJMP facilities.	• Enhanced vocational training programs conducted in 100% of BJMP facilities, certified by TESDA • Monitoring and support system established for all released PDLs, with quarterly reports on their reintegration status	Q4 2025: • Conduct of pre-release counseling and reintegration seminars • Creation of PDL employment networks 2026 onwards: Continuous follow-up and monitoring of reintegrated PDLs			

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
		- *Collaborate with TESDA and other vocational training institutions to provide skills development opportunities for PDLs, preparing them for reintegration.* • Conduct pre-release counseling and reintegration seminars for PDLs. - *Organize reintegration seminars that focus on psychological preparedness, life skills, and employment opportunities for PDLs before release.* • Facilitate the creation of PDL employment networks. - *Work with DOLE and private sector employers to create networks that connect released PDLs with potential job opportunities.* • Follow-up and monitoring of reintegrated PDLs. - *Implement a post-release monitoring system to track the progress of reintegrated PDLs and provide additional support if needed.*					

TPOA NO 1.1.4. Implementing quality-based performance indicators							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Phase 1 and 2: • Revisited the PNP existing policy on arrest • Convened dialogue with PNP and concerned stakeholders on developing qualitative human	National and Local	Policy change	• Implementation of new qualitative performance indicators as alternative to the quantity-oriented arrest quota system • Issued policy mandating adoption of qualitative performance indicators	Q1 to Q4 of 2025	DILG Office of Undersecretary for Peace and Order, Office of Undersecretary for Public Safety, ASPO, OUSPS, and NAPOLCOM	Agency budget and with possible assistance from UN Bodies	Resistance of PNP personnel to the new qualitative performance indicators Difficulty of formulating qualitative performance indicators and acceptance of public **Mitigating:** Increase public awareness about the harmful effects of high volume of arrests and massive/intake to public safety and dispensation of justice.

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/Constraints/ Assumptions and Mitigating Measures
rights-based performance indicators of personnel and police units			• Issued policy mandating the adoption of qualitative performance indicators as supplementary measure to provide checks and balances to the quantity-oriented system				Promote/Encourage buy-in of restorative justice and ADR as most effective alternative measures to increase access to justice, improve human rights, and enhance public safety.
Phase 3: Conducted orientation to all PNP personnel regarding the approved and signed Memorandum Circular	National and Local	Promoting buy-in	Number of orientations conducted and no. of personnel and units attended to	Q1 to Q4 of 2026	PNP DILG OUSPO NAPOLCOM	Agency budget and with possible assistance from UN Bodies	Resistance of PNP personnel to the new qualitative performance indicators Difficulty of formulating qualitative performance indicators and acceptance of public **Mitigating:** • Increase public awareness about the harmful effects of high volume of arrests and massive/intake to public safety and dispensation of justice. • Promote/Encourage buy-in of restorative justice and ADR as most effective alternative measures to increase access to justice, improve human rights, and enhance public safety.
Phase 4: Monitored the PNP implementation with regard to MC	National and Local	Monitoring implementation	Number of police units monitored	Q1 to Q4 of 2027	PNP DILG OUSPO NAPOLCOM	Agency budget and with possible assistance from UN Bodies	Resistance of PNP personnel to the new qualitative performance indicators Difficulty of formulating qualitative performance indicators and acceptance of public **Mitigating:** • Increase public awareness about the harmful effects of high volume of arrests and massive/intake to public safety and dispensation of justice. • Promote/Encourage buy-in of restorative justice and ADR as most effective alternative measures to increase access to justice, improve human rights, and enhance public safety.

Phase 5: Assessment of Implementation	National and Local	Evaluating	Number of police units evaluated	Q1 to Q4 of 2028	PNP DILG OUSPO PHRCS CHR	Agency budget and with possible assistance from UN Bodies	Resistance of PNP personnel to the new qualitative performance indicators Difficulty of formulating qualitative performance indicators and acceptance of public **Mitigating:** • Increase public awareness about the harmful effects of high volume of arrests and massive/intake to public safety and dispensation of justice. • Promote/Encourage buy-in of restorative justice and ADR as most effective alternative measures to increase access to justice, improve human rights, and enhance public safety.

TPOA NO 1.1.5. Expanding and decongesting prison facilities							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Phase 1: (a) Hastened the completion of 5 additional dormitories in Operating Prisons and Penal Farms (OPPFs), 2 in SPPF, 1 in IPPF, 1 in DPPF, and 1 in Leyte Regional Prison (LRP); (b) Started and completed construction of additional quarters for minimum security PDLs in IPPF and SRPPF using indigenous materials, and started the construction of 3 more dormitories (funded thru General Appropriation Act for 2024) in SPPF, IPPF, and DPPF; (c) Perfected the title of the donated land intended for the establishment of 3 Regional Prison and Penal Farms in Region III (Gen. Tinio, Nueva Ecija), Region VI (Hinoba-an, Negros Occidental), and Region XII (Maigo, Lanao Del Norte), and started the construction of Heinous Crimes Facility (HCF), funded thru the GAA, in SPPF, included in the 2025 budget allocation capital outlay (CO) for additional dormitories at LRP and SRPPF, HCF in Visayas or Region VI, and for the initial construction of RPF in Region XII, and continued exploratory talks with LGU executives, DENR, and other philanthropists for the acquisition of lands for the establishment of RPF in other regions and in Bangsamoro Autonomous Region in Muslim Mindanao (BARMM)	National and Local	Transfer of NBP PDLs to less congested OPPF, construction/ completion of additional dormitories, regional prisons, and HCF	(a) Number of NBP PDLs transferred per quarter; (b) start/ completion of the dormitories, construction on or before the target date; (c) start/ completion of HCF on or before the target date, and 50% of Regional Prison Facility (RPF) in Region VI is completed	Q1 to Q4 of 2025	BuCor, DBM, Congress	(a) ₱63,000,000, BuCor budget; (b) ₱200,000,000 per dormitory with 500 PDL capacity; (c) ₱4,200,000,000 per RPF with 7,000 PDL capacity, and ₱200,000,000 per dormitory with 500 PDL capacity	Budget constraint or disapproval of the requested budget; delay in the construction/ completion of additional dormitories in OPPFs; delay in the acquisition of additional lands for RPF in other regions; and change of priorities due to change of leadership

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Phase 2: (a) NBP to less congested OPPFs; (b) completed the additional dormitories in SPPF, IPPF, and DPPF, started the construction of additional, dormitories at LRP and SRPPF, and included in 2026 budget allocation CO for additional dormitories at SPPF, IPPF, LRP, DPPF, and SRPPF; (c) started the initial construction of RPF in Region XII and construction of HCF in Visayas or Region VI, and continued exploratory talks with LGU executives, DENR, and other philanthropists for the acquisition of lands for the establishment of RPF in other regions and in BARMM	National and Local	Transfer of NBP PDLs to less congested OPPF, construction/ completion of additional dormitories, regional prisons, and HCF	(a) Number of NBP PDLs transferred per quarter; (b) start/ completion of the dormitories, construction on or before the target date; (c) RPF in Region VI is 100% completed	Q1 to Q4 of 2026		(a) ₱63,000,000, BuCor budget; (b) ₱200,000,000 per dormitory with 500 PDL capacity; (c) ₱4,200,000,000 per RPF with 7,000 PDL capacity, and ₱200,000,000 per dormitory with 500 PDL capacity	Budget constraint or disapproval of the requested budget; delay in the construction/ completion of additional dormitories in OPPFs; delay in the acquisition of additional lands for RPF in other regions; and change of priorities due to change of leadership
Phase 3: Transferred 6,000 PDLs from NBP to less congested OPPFs; (b) completed the construction of additional dormitories at LRP and SRPPF, started the construction of additional dormitories at SPPF, IPPF, LRP, DPPF, and SRPPF, included in 2026 CO request for repair/expansion of existing dormitories in 5 OPPFs; (c) started the construction of RPF in Region XII and HCF in Visayas or Region VI, and continued exploratory talks with LGU executives, DENR, and other philanthropists in the acquisition of lands for the establishment of RPF in other regions and requested CO for the establishment of RPF for Muslim PDLs in BARMM							
Phase 4: (a) Transferred 5,000 PDLs from NBP to less congested OPPFs; (b) completed the repair/expansion of existing dormitories at SPPF, IPPF, LRP, DPPF, and SRPPF; (c) continued the construction of RPF in Region XII, completed HCF in Visayas or Region VI; started the construction of RPF for Muslim PDLs in BARMM; requested CO for the establishment of HCF in Region 9 (Camp Pilar, Upper Curuan, Zamboanga)	National and Local	Transfer of NBP PDLs to less congested OPPF, construction/ completion of additional dormitories, regional prisons, and HCF	(a) Number of NBP PDLs transferred per quarter; (b) complete the repair/expansion of existing dormitories on or before the target date; (c) HCF in Region VI is 100% completed, and RPF in Region XII is 50% completed	Q1 to Q4 of 2027	BuCor DBM Congress	(a) ₱63,000,000, BuCor budget; (b) ₱200,000,000 per dormitory with 500 PDL capacity; (c) ₱4,200,000,000 per RPF with 7,000 PDL capacity, and ₱200,000,000 per dormitory with 500 PDL capacity	Budget constraint or disapproval of the requested budget; delay in the construction/ completion of additional dormitories in OPPFs; delay in the acquisition of additional lands for RPF in other regions; and change of priorities due to change of leadership

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Phase 5: (a) Transferred 4,000 PDLs from NBP to less congested OPPFs, and closed down NBP and proceeded with its development based on comprehensive master development plan; (b) completed the construction of additional dormitories at SPPF, IPPF, LRP, DPPF, and SRPPF; (c) completed the construction of RPF in Region XII, completed the construction of RPF for Muslim PDLs in BARMM, requested CO for the establishment of HCF in Region 9 (Camp Pilar, Upper Curuan, Zambonga), and started the construction of RPF in BARMM for Muslim PDLs	National and Local	Transfer of NBP PDLs to less congested OPPF, construction/ completion of additional dormitories, regional prisons, and HCF	(a) Number of NBP PDLs transferred per quarter; and (b) RPF in Region XII is 100% completed and RPF for Muslim PDLs in BARMM is 50% completed	Q1 to Q4 of 2028	BuCor DBM Congress	(a) ₱63,000,000, BuCor budget; (b) ₱200,000,000 per dormitory with 500 PDL capacity; (c) ₱4,200,000,000 per RPF with 7,000 PDL capacity, and ₱200,000,000 per dormitory with 500 PDL capacity	Budget constraint or disapproval of the requested budget; delay in the construction/ completion of additional dormitories in OPPFs; delay in the acquisition of additional lands for RPF in other regions; and change of priorities due to change of leadership

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Established Agricultural Camp (Agri Camp) for CICL serving sentence and development of rehabilitation program for AgriCamp	National	• Conduct of site inspection for the pilot site of the AgriCamp • Memorandum of Understanding (MOU)/Usufruct Agreement for construction of AgriCamp forged • Development of Architectural and Engineering (A&E) Design for AgriCamp • Development of Rehabilitation Program for the AgriCamp • Phases I-III construction of the AgriCamp (multi-year implementation)	Feasibility Study MOU/Usufruct MOU/Usufruct Agreement A&E Design Rehabilitation Program Agricamp constructed and operationalized	2024-2027	DSWD JJWC BuCor	₱210,000,000	**Assumption:** Sites/Lands proposed by the BuCor are available and appropriate. **Mitigating Measures:** Constant coordination and communication with stakeholders and duty-bearers
Implementation of the support to LGUs on the construction and improvement of BPAs	National and Local	Coordination between and among agencies and LGUs	• Number of LGUs assisted in the construction of their respective BPAs • Number of LGUs assisted in the improvement of their BPAs	2026-2028	JJWC DPWH	₱120,000,000	**Assumption:** Availability of funds

Thematic Objective A: Continuing HRIACs the PHRP3							
TPOA NO 1.2.1. Providing mechanisms to enhance access to justice of PDLs							
✓ Lobbying for the establishment of the NPM							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Phase 1: • Reiterated the establishment of the NPM as an important internal mechanism in preventing torture and ill treatment in places of deprivation of liberty and as faithful compliance of the Philippines to the OPCAT on account of the country's accession in 2012 • Submitted DILG's position paper as support to the establishment of NPM Consultation with relevant stakeholders re DILG's submission re NPM as Common Legislative Agenda (CLA)	National	• Reiteration of Article 3 of OPCAT on the establishment of NPM as an internal preventive mechanism • Consult with Congress on the establishment of NPM and draw directions and ways forward.	• Submission of recommendation to the Presidential Legislative Liaison Office (PLLO) inclusion of the NPM bill to the Legislative Executive Development Advisory Council (LEDAC) CLA or LEDAC-CLA • Submission of position papers by national government agencies (NGAs) handling custodial detention, jails, and prisons in support of the NPM bill as a CLA	Q1 to Q4 of 2025	DILG and all NGAs with custodial jail facilities Mental facilities Rehabilitation centers BPA Congress	Assistance from UN Bodies	**Risk:** Lack of stakeholder cooperation **Constraint:** Legislative process delays **Assumption:** Stakeholders are willing to participate **Mitigating Measures:** Regular communication, proactive engagement
Phase 2: • Conducted stakeholders' consultation with Congress in the establishment of NPM and drew directions and ways forward • Submitted support from relevant stakeholders on the establishment of NPM			Successful completion of consultations with Congress Solicitation of support from other relevant stakeholders and government agencies for the establishment of an NPM				
Phase 3: Intensified current initiatives and efforts on the establishment of NPM	National	Initiate updates on initiatives and efforts regarding NPM establishment.	Progress in updating initiatives and efforts on NPM establishment	Q1 to Q4 of 2026	DILG and all NGAs with custodial jail facilities Mental facilities Rehabilitation centers BPA	Assistance from UN Bodies	**Risk:** Lack of resources **Constraint:** Stakeholder disengagement **Assumption:** Continued support for NPM establishment **Mitigating Measures:** Resource optimization, stakeholder engagement strategies

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Phase 4: Initiated the initial assessment of efforts and initiatives undertaken by relevant stakeholders re NPM	National	Initiate the initial assessment of efforts and initiatives undertaken by stakeholders regarding NPM.	• Accessing OPCAT funds for the establishment of the Philippine NPM • Accelerating the establishment and operationalization of the NPM	Q1 to Q4 of 2027	DILG and all NGAs with custodial jail facilities Mental facilities Rehabilitation centers BPA	Assistance from UN Bodies	**Risk:** Incomplete stakeholder participation **Constraint:** Limited data availability **Assumption:** Stakeholders provide necessary information. **Mitigating Measures:** Comprehensive data collection, stakeholder outreach
Phase 5: Assessed efforts and initiatives undertaken by relevant stakeholders on NPM	National	Initiate the assessment of efforts and initiatives undertaken by stakeholders regarding NPM.	Assist the newly established NPM	Q1 to Q4 of 2028	DILG and all NGAs with custodial jail facilities Mental facilities Rehabilitation centers BPA	Assistance from UN Bodies	**Risk:** Changing political landscape **Constraint:** Resistance from certain stakeholders **Assumption:** Continued political will for NPM establishment **Mitigating Measures:** Diplomatic negotiations, advocacy efforts

TPOA NO 1.2.1. Providing mechanisms to enhance access to justice of PDLs

✓ Amending the BJS Law under Republic Act 7160 to strengthen its provisions

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Phase 1: • Assessed performance of BJS • Roundtable discussion with barangay officials on the reactivation of the Barangay Human Rights Action Center	National and Local	• Performance assessment of the BJS • Revisit existing policy on Human Rights Action Centers in barangays. • Conduct a roundtable discussion with barangay officials.	• Completion of performance assessment report on the BJS • Revisited policy report on Human Rights Action Center at the barangay level. • Roundtable discussion conducted with barangay officials and stakeholders	Q1 to Q4 of 2025	DILG (National Barangay Operations Office Bureau of Local Government Supervision (BLGS), Office of the Undersecretary for Barangay Affairs (OUSBA), OUSPS, Office of Undersecretary for Local Government (OUSLG), OUSPO)	With possible assistance from UN Bodies	**Risks:** Lack of cooperation from barangay officials, stakeholder disengagement **Mitigating Measures:** Continuous communication and engagement, clear explanation of benefits

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Phase 2: • Consulted with concerned stakeholders for the crafting of Amendment • Circulated draft amendment for comments, recommendations, and inputs • Consulted with barangay on amendment and sought their inputs		• Initiate consultation with stakeholders for crafting the amendment to the BJS Law. • Circulate draft amendment for feedback and input. • Consult with barangays regarding the proposed amendment.					
Phase 3: • Submitted draft bill, lobbied with Congress, and crafted IRR and Operation Manual • Consulted and had dialogue with concerned stakeholders	National and Local	• Submit the draft bill amending the BJS Law to Congress. • Lobby with Congress members for its passage. • Begin crafting Implementing Rules and Regulations (IRR) and an Operation Manual for the amended law. • Conduct consultations with stakeholders for feedback on the draft bill.	Submission of the draft bill to Congress	Q1 to Q4 of 2026	DILG (NBOO, BLGS, LS, OUSBA, OUSPS, OUSLG, OUSPO)	With possible assistance from UN Bodies	**Risks:** Legislative delays, stakeholder opposition **Mitigating Measures:** Continuous engagement with legislators, address stakeholder concerns proactively
Phase 4: Pilot testing (Initial Implementation)	National and Local	• Implement a pilot test of the amended BJS Law. • Establish a monitoring and evaluation framework for the pilot test. • Continuously monitor the implementation process and address challenges. • Conduct a midterm assessment of the pilot program and adjust strategies as needed.	Interface of BJS with the PNP	Q1 to Q4 of 2027	DILG (NBOO, BLGS, LS, OUSBA, OUSPS, OUSLG, OUSPO)	With possible assistance from UN Bodies	**Risks:** Operational challenges during pilot, resistance from affected parties. **Mitigating Measures:** Comprehensive training, clear communication of objectives
Phase 5: Assessment of Implementation	National and Local	• Conduct a final assessment of the implementation of the amended BJS Law. • Generate an evaluation report. • Analyze the findings, and document lessons learned and best practices. • Disseminate the evaluation results and recommendations to stakeholders.	Interface of BJS with the PNP	Q1 to Q4 of 2028	DILG (NBOO, BLGS, LS, OUSBA, OUSPS, OUSLG, OUSPO)	With possible assistance from UN Bodies	**Risks:** Inaccurate assessment, lack of data **Mitigating Measures:** Rigorous data collection, multiple assessment methods

TPOA NO 1.2.1. Providing mechanisms to enhance access to justice of PDLs							
✓ Advocating for the passage of laws providing non-custodial measures and early release for vulnerable groups							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Phase 1: Assessed all PUPCs/jails and detention facilities nationwide in relation to elderly, women, persons with disabilities, and terminally ill PDLs/PUPCs Phase 2: Revisited existing policies pertaining to non-custodial measures and/or early modes of release for the elderly, women, persons with disabilities, and terminally ill Crafted and sponsored of Bill on non-custodial measures and/or early modes of release for the elderly, women, persons with disabilities, and terminally ill	National	• Conduct assessment of selected jails and custodial facilities nationwide. • Review existing policies on non-custodial measures for vulnerable and disadvantaged PDLs. • Organize dialogues with a broad base of stakeholders.	• Completed assessment of all jails and detention facilities nationwide concerning elderly, women, persons with disabilities, and terminally ill PDLs/PUPCs • Completed review of existing policies on non-custodial measures for vulnerable and disadvantaged PDLs • Completed linkage with a broad base of stakeholders that will support a potential legislative measure	Q1 to Q4 of 2025	DILG (OUSPS, OUSPO, LLS, Bureau of Local Government Development (BLGD))	With possible assistance from UN Bodies	**Risk:** Difficulty in legislating a measure perceived to be strict in enforcement of law **Mitigating Measures:** • Engage in comprehensive stakeholder consultations and public awareness campaigns to foster understanding and garner support for the proposed legislation • Explore remedies under the rule making power of the court to effect policy change PUPCs will mainstream non-custodial measures.
Phase 3: • Crafted of the proposed bills for non-custodial measures and/or early modes of release for the elderly, women, persons with disabilities, and terminally ill. • Consulted and had a dialogue with the target implementers of the proposed bill and sought their support	National	• Craft proposed bills for non-custodial measures. • Consult and have a dialogue with target implementers. • Seek support for the proposed bill.	• Completion of proposed bill drafting • Stakeholder support for the proposed legislative measure obtained	Q1 to Q4 of 2026	DILG (OUSPS, OUSPO, LLS, BLGD)	With possible assistance from UN Bodies	**Risk:** Potential resistance or lack of cooperation from stakeholders **Mitigating Measures:** Establish clear communication channels, address concerns promptly, and highlight the benefits and importance of the proposed legislation through evidence-based advocacy
Phase 4: Sought alternative measures to mainstream non-custodial approaches for the vulnerable and disadvantaged PDLs	National	Explore alternative measures such as zero or automatically reduced bail and automatic application of non-custodial measures for the elderly, women, persons with disabilities, and those who are terminally ill.	Conduct dialogue with the Supreme Court on the result of the assessment of jails and custodial facilities and review of rules on non-custodial measures applied to vulnerable and disadvantaged PDLs.	Q1 to Q4 of 2027	DILG (OUSPS, OUSPO, LLS, BLGD)	With possible assistance from UN Bodies	**Risk:** Delays or bureaucratic hurdles in the legislative process **Mitigating Measures:** Maintain proactive communication with relevant offices, anticipate potential bottlenecks, and provide necessary support and documentation to expedite the process

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Phase 5: Submitted support from different agencies involved concerning the proposed bill	National	Passage of law and/or court rules on non-custodial measures for the vulnerable and disadvantaged PDLs	• Passage of law on non-custodial measures for the vulnerable and disadvantaged PDLs • Promulgation of court rules on non-custodial measures • Promulgation of rules on rationalized bail scheme	Q1 to Q4 of 2028	DILG (OUSPS, OUSPO, LLS, BLGD)	With possible assistance from UN Bodies	**Risk:** Lack of alignment or conflicting priorities among agencies **Mitigating Measures:** Foster inter-agency collaboration through regular meetings, information sharing, and emphasizing the shared goals and benefits of the proposed legislation

Thematic Objective A: Continuing Human Rights Issues or Concerns Under the Third PHRP

TPOA NO 1.2.1. Providing mechanisms to enhance access to justice of PDLs

✓ Providing mechanisms on access to legal services in all AFP custodial facilities

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Timely access to legal representation	National	Ensure that detainees are granted access to legal counsel within the first 24 hours of detention, which is critical to safeguarding their rights and ensuring a fair process from the outset.	Number of assisted detainees	Q1 of 2025 to 2028	Office of the Provost Marshal General, AFP (OTPMG) Office of the Judge Advocate General (OTJAG) AFP Center for Law of Armed Conflict (AFPCLOAC)	500 pesos per detainee	**Risk:** Budget constraint or disapproval of the requested budget **Assumption:** Lack of sustainability
Capacity building for legal services	National	Legal training programs for legal officers and personnel of custodial facility	Number of trained legal officers and custodial facility personnel	Q2 of 2025 to 2028	OTPMG OTJAG AFPCLOAC	₱100,000	**Risk:** Inadequate resource allocation **Assumption:** Training gaps
Enhanced access to information and legal literacy	National	Create/Produce legal literacy materials that are easy to understand and culturally appropriate for detainees.	Conduct of legal literacy training and awareness sessions	Q3 of 2025 to 2028	OTPMG OTJAG AFPCLOAC Civil Relations Service, Armed Forces of the Philippines (CRS, AFP)	₱100,000	**Risk:** Gaining regular and unrestricted access to AFP custodial facilities to conduct legal literacy programs may be difficult due to security constraints. **Mitigating Measure:** Establish strong coordination with commanding officers of custodial facilities.

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Use of technology to improve access to legal services	National	Select and develop appropriate technological solutions in delivering legal services and choose platforms that are secure, easy to use, and can be adapted to the custodial facilities.	Train detainees and custodial personnel on how to use the technology for accessing legal information, communicate with lawyers, and track case progress.	Q1 of 2025 to 2028	OTPMG Communications, Electronics, and Information Systems Service of the Armed Forces of the Philippines (CEISSAFP) CRS, AFP	₱200,000	**Risk:** There are security concerns in custodial facilities about how detainees might misuse technology, either to communicate illicitly with people outside or access restricted information. **Mitigating Measures:** Implement strong security protocols, such as restricted access to certain websites, secure communication channels, and monitoring system to prevent misuse.
Oversight and accountability mechanisms	National	Conduct regular surveys and create a system which allows detainees to file grievances or complaints if they feel their legal rights are not respected or if they face barriers to legal education.	Provide detainees with access to complaint forms or direct communication channels to report issues.	Q4 of 2025 to 2028	OTPMG AFPCLOAC	₱100,000	**Risk:** Personnel involved in monitoring and evaluating legal education programs may not have adequate training or expertise in legal matters, human rights, or the specific challenges faced by detainees. **Mitigation:** Provide comprehensive training for oversight personnel to ensure that they have the necessary skills and knowledge to conduct effective evaluations and address complex legal and human rights issues.

TPOA NO 1.2.2. Creating guidelines on decision-making and mental capacity assessment pathways

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Eestablished NCMH Internal Review Board (IRB) fully; institutionalized IRB (with DOH issuances relevant to patients rights adopted)	National	• Issuance of Hospital Order • Collaboration with other stakeholders, such as DOH, CHR, and accredited service user's group • Information dissemination activity	100% of all issues raised to IRB are resolved.	Q1 to Q4 of 2025	NCMH Patients' Rights Committee All sections with direct patient care	Operational expenses/GAA	Fully implemented electronic medical record

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Rolled out Informed Consent among service users	National	• Issuance of Hospital Order • Finalized the NCMH • Manual of Informed Consent • Information dissemination activity	25% of inpatients with documented Informed Consent	Q1 to Q4 of 2026	NCMH Patients' Rights Committee All sections with direct patient care	Operational expenses/GAA	Fully implemented electronic medical record
Continued implementation of Informed Consent among service users	National	• Issuance of Hospital Order • Information dissemination activity	50% of inpatients with documented Informed Consent	Q1 to Q4 of 2027	NCMH Patients' Rights Committee All sections with direct patient care	Operational expenses/GAA	Fully implemented electronic medical record
Continued implementation of Informed Consent among service users	National	• Issuance of Hospital Order • Information dissemination activity	100% of inpatients with documented Informed Consent	Q1 to Q4 of 2028	NCMH Patients' Rights Committee All sections with direct patient care	Operational expenses/GAA	Fully implemented electronic medical record

TPOA NO 1.3.1. Promoting human rights education and raising awareness to all custodial and detention facilities

✓ Intensifying information dissemination to PDLs and PUPCs through orientations, seminars, and notices about their rights and reporting mechanisms for human rights abuses.

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Phase 1: Assessment and Planning Phase 2: Resource Mobilization and Preparation and Trainers-training	National and Local	• Develop a detailed plan outlining strategies for intensifying information dissemination efforts, including individuals from diverse age groups, gender expressions, disabilities, and cultural backgrounds. • Creation of TWG	Number of informational materials procured and developed for distribution	Q1 to Q4 of 2025	PNP BJMP BuCor PDEA Provincial LGUs	Agency budget	Resources
Phase 3: Implementation Conducted nationwide information campaigns to educate the PDLs/ PUPCs about their rights under the Anti-Torture Act and the steps they can take to report torture or inhuman treatment	National and Local	Information dissemination through various channels	Increased awareness and understanding of PUPCs of their rights, including individuals from diverse age groups, gender expressions, disabilities, and cultural backgrounds	Q1 to Q4 of 2026	PNP BJMP BuCor PDEA Provincial LGUs	Agency budget	Resources

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Phase 4: Monitoring and evaluation	National and Local	Implementing a monitoring and evaluation mechanism to assess the effectiveness of the information dissemination activities	Number of individuals reached through information dissemination efforts	Q1 to Q4 of 2027	PNP BJMP BuCor PDEA Provincial LGUs	Agency budget	Resources
Phase 5: Review and Adjustment	National and Local	Overall assessment of the conducted activities	Positive result of assessment	Q1 to Q4 of 2028	PNP BJMP BuCor PDEA Provincial LGUs	Agency budget	Resources

TPOA NO 1.3.1. Promoting human rights education and raising awareness to all custodial and detention facilities

✓ Intensifying information dissemination to PDLs and PUPCs through orientations, seminars, and notices about their rights and reporting mechanisms for human rights abuses.

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Revised the HRAO Policies	Capacity building of BJMP human rights officers, jail nurses and investigators (Nationwide)	• Revision of the BJMP HRAO policies • Regional consultations • Finalization of the draft revised policy	Revised HRAO Policy	2025 Q1 to Q2 2025 Q4 2025	Lead Agency: BJMP Partners: CHR and ICRC	Assistance from international partners (e.g., ICRC)	**Risks:** • Funding and resource constraints • Policy delays • Lack of international partner support **Assumptions:** Full support from BJMP leadership
		• Pilot testing • Review of the policy • Approval of the final draft policy • Capacity building/ Orientation		Q1 to Q2 2026 Q3 2026 Q4 2026 Q4 2026			• Collaboration with international partners • Personnel readiness and cooperation • Timely policy approval • Availability of necessary resources **Mitigating Measures:** • Secure funding and resource allocation early. • Establish regional focal points. • Monitor and expedite policy approval.

TPOA NO 1.3.2. Engaging partnership and collaboration with both government and CSOs							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Phase 1: Rountable discussions/Dialogue with relevant stakeholders for the conduct of Human Rights Stakeholders Fora Phase 2: Conducted Human Rights Stakeholders Fora Phase 3: Assessed and evaluated during the Human Rights Fora, including impact assessment Results will be integrated to the learning materials for next year.	National and Local	• Identify relevant stakeholders. • Coordinate with resource speakers. • Manage participant lists, track attendance, and ensure inclusivity and accessibility for all attendees. • Designate skilled facilitators and moderators to guide discussions, manage time, and ensure respectful dialogues. • Distribute materials/ flyers during the forum.	• Number of Human Rights Stakeholders Fora conducted in different regions • Number of participants who attended the fora	Q1 to Q4 of 2025	PNP	Agency budget with possible assistance from UN Bodies	Limited resources, including staffing and funding
Phase 4:Implementation	National and Local	Conduct at least 24 Human Rights Stakeholders Fora.	Increased awareness and understanding of rights-holders on human rights	Q1 to Q4 of 2026	PNP	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding
Phase 5: Conducted Human Rights Stakeholder's Forum continuously	National and Local	Organize regular community dialogues, bringing together PNP officers, local leaders, and civil society groups to discuss concerns about human rights abuses, including torture, and how to improve mechanisms for reporting and addressing such incidents.	• Number of Human Rights Stakeholders Fora conducted in different regions • Number of participants who attended the fora	Q1 to Q4 of 2027	PNP	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding
Phase 6: Assessed implementation	National and Local	Monitoring and evaluation activities	Number of collaborations formed, their contribution to reach and engagement, and the quality of relationships maintained	Q1 to Q4 of 2028	PNP	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding

TPOA NO 1.4.1. Designing comprehensive training programs using Adult Education Approach and Mind, Heart, and Hands Model of Learning							
✓ Integrating human rights education and policy training to human rights desk officers and custodial officers, and other personnel in the basic and all mandatory career courses using the Adult Education Approach and Mind, Heart, and Hands Model of Learning.							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
• Developed standard training modules, presentations, and interactive activities necessary for the conduct of capacity building • Developed a detailed curriculum (training centers)	National and Local	• Training Needs Assessment Curriculum Development • Conduct a comprehensive assessment to identify the specific training needs of human rights desk officers and custodial officers, and other personnel regarding human rights education, BJMP/PNP policies, and related issuances.	Number of related trainings identified, approved, or proposed curriculums or the MTAP	Q1 to Q4 of 2025	BJMP CHR PNP National Commission on Indigenous Peoples (NCIP)	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding
Phase 1: Training Needs Assessment Phase 2: Curriculum Development	National and Local	• Provide trainings/ seminar on human rights education, related AFP policies, and issuances to all AFP personnel • Training Delivery • Conducted at least 24 Custodial Officers Orientation Seminar • Conducted Police Human Rights officers Course at least thrice a year • Conducted at least 12 Human Rights Deepening Seminars • Conduct a series of lectures to all Desk Officers and Investigators regarding KP Law through SIDD-DIDM.	• Number of conducted HR advocacy drive to AFP Unified • Commands and Army Divisions and its equivalent units of the Navy and Air Force. • Increased level of awareness among human rights desk officers and custodial officers, and other personnel about human rights principles, relevant BJMP/PNP policies, and related issuances before and after the training	Q1 to Q4 of 2026	AFP BJMP CHR NCIP	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Phase 3: Evaluation and Feedback Developed a feedback mechanism	National and Local	• Evaluation and feedback • Continuous conduct of trainings • Conduct regular and mandatory training on human rights, including specific modules on anti-torture laws (e.g., RA 9745 or the Anti-Torture Act), and international protocols for law enforcement personnel, such as The Mandela Rules.	Reduced number of reported incidents of human rights abuses or violations before and after the training	Q1 to Q4 of 2027	BJMP CHR PNP	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding
Phase 4: Continuous Improvement Addressed the identified gaps in the implementation	National and Local	• Continuous improvement • Conduct assessment on trainings, seminars, and courses offered to PNP personnel.	Positive result of assessment	Q1 to Q4 of 2028	BJMP CHR PNP	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding

TPOA NO 1.4.1. Designing comprehensive training programs using Adult Education Approach and Mind, Heart, and Hands Model of Learning

✓ Improving accountability in terms of higher conviction rates for torture and maltreatment by training BJMP investigators and prosecutors on human rights policies and torture assessment tools

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Phase 1: Needs Assessment • Conducted a comprehensive needs assessment to identify knowledge gaps among BJMP investigators and prosecutors regarding human rights policies, reporting procedures for torture and Cruel, Inhuman or Degrading Treatment or Punishment (CIDTP) cases, and the use of torture assessment tools • Analyzed past cases involving allegations of torture and maltreatment to identify areas for improvement in investigation and prosecution processes • Determined the specific training needs and preferences of BJMP investigators and prosecutors through surveys, interviews, and consultations	National and Local	• Needs assessment and planning • Curriculum development	Number of related trainings identified	Q1 to Q4 of 2025	BJMP	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding

Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Phase 2: Curriculum Development • Developed a detailed curriculum covering BJMP human rights policies, national and international legal frameworks on torture and CIDTP, procedures for reporting and investigating allegations of torture, and the proper use of torture assessment tools • Designed training modules, presentations, and case studies to facilitate active learning and skill development • Incorporated practical exercises and simulations to allow participants to apply their learning to realistic scenarios encountered in their roles							
Phase 3: Training Delivery • Scheduled and organized training sessions for BJMP investigators and prosecutors based on the developed curriculum • Conducted interactive and engaging training sessions using a variety of instructional methods, including lectures, group discussions, role-plays, and case simulations • Ensured that training sessions are facilitated by experienced trainers with expertise in human rights, legal frameworks, and investigative techniques • Provided participants with access to supplementary materials, resources, and online platforms for continued learning and reference	National and Local	Training delivery	Number of trained personnel	Q1 to Q4 of 2026	BJMP	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/Constraints/ Assumptions and Mitigating Measures
Phase 4: Monitoring and evaluation • Monitored the implementation of the training program and assessed its impact on the knowledge, skills, and practices of BJMP investigators and prosecutors • Conducted evaluations through pre- and post-training assessments, participant feedback surveys, and performance reviews • Measured improvements in the quality and effectiveness of investigations and prosecutions related to torture and CIDTP cases • Identified challenges, barriers, and areas for improvement in the training program and made necessary adjustments to enhance its effectiveness	National and Local	Monitoring and evaluation	Reduced number of reported incidents of human rights abuses or violations before and after the training	Q1 to Q4 of 2027	BJMP	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding
Phase 5: Sustainability and Follow-up • Established mechanisms for ongoing support, mentoring, and knowledge-sharing among BJMP investigators and prosecutors following the completion of training • Provided refresher courses, advanced training sessions, and updates on relevant legal developments and best practices in torture prevention and prosecution • Fostered collaboration and coordination between BJMP investigators, prosecutors, human rights advocates, and other stakeholders to strengthen efforts to combat torture and maltreatment effectively • Reviewed and updated training materials and methodologies regularly to ensure their relevance, accuracy, and alignment with evolving human rights standards and legal frameworks	National and Local	Sustainability and follow-up	Positive result of assessment	Q1 to Q4 of 2028	BJMP	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding

TPOA NO 1.4.1. Designing comprehensive training programs using Adult Education Approach and Mind, Heart, and Hands Model of Learning							
✓ Training police investigators on effective engagement and assistance for persons with disabilities							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Phase 1: Curriculum Development	National and Local	Develop a comprehensive training curriculum that focuses on effectively engaging and assisting persons with disabilities.	Approval of proposed Memorandum Circular	Q1 to Q4 of 2025	PNP	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding
Phase 2: Implementation	National and Local	Conduct of trainings	Numbers of trainings conducted per region/unit Number of police investigators per region/unit trained	Q1 to Q4 of 2026	PNP	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding
Phase 3: Continuous Implementation	National and Local	Continuous conduct of trainings	Increased awareness and understanding of alternative dispute resolution (ADR) principles and techniques among police investigators	Q1 to Q4 of 2027	PNP	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding
Phase 4: Assessment of Implementation	National and Local	Design assessment tools, such as questionnaires, rubrics, observation checklists, or data collection forms, to systematically gather relevant information from trainees/trainers.	Increased awareness and understanding of ADR principles and techniques among police investigators	Q1 to Q4 of 2028	PNP	Agency budget and with possible assistance from UN Bodies	Limited resources, including staffing and funding

TPOA NO 1.4.1. Designing comprehensive training programs using Adult Education Approach and Mind, Heart, and Hands Model of Learning							
✓ Requiring employees of mental health facilities to complete WHO Quality Rights Training							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Completed WHO Quality Rights for all NCMH employees with direct Patient Care	National	Issuance of a memo on compliance and monitoring of progress of completion	100% of employees with direct patient care finished with WHO Quality Rights Training.	Q1 to Q4 of 2025	NCMH	Agency budget and with possible assistance from UN Bodies	Limited resources
Completed WHO Quality Rights for all NCMH employees with direct Patient Care	National	Continuation – Issuance of a memo on compliance and monitoring of progress of completion	100% of employees with direct patient care finished with WHO Quality Rights Training.	Q1 to Q4 of 2026	NCMH	Agency budget and with possible assistance from UN Bodies	Limited resources

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Completed WHO Quality Rights for all NCMH employees with non-direct patient care	National	Issuance of memo on compliance and monitoring of progress of completion	100% of employees with non-direct patient care finished with WHO Quality Rights Training.	Q1 to Q4 of 2027	NCMH	Agency budget and with possible assistance from UN Bodies	Limited resources
Completed WHO Quality Rights for all NCMH employees with non-direct patient care	National	Continuation – Issuance of memo on compliance and monitoring of progress of completion	100% of employees with non-direct patient care finished with WHO Quality Rights Training.	Q1 to Q4 of 2028	NCMH	Agency budget and with possible assistance from UN Bodies	Limited resources

TPOA NO 1.4.1. Designing comprehensive training programs using Adult Education Approach and Mind, Heart, and Hands Model of Learning

✓ Integrating Spiritual Mentoring into all Basic and Mandatory Training for Personnel to ensure Spiritual Care and Services for PDLs as mandated by Section 63 of RA 6975

Thematic Performance Targets	Program Components (Indicate whether national or local)	Plan of Work (Key Activities or Action Steps)	Output/s	Target Quarter	Responsibility	Estimated Budget and Sources	Risks/ Constraints/ Assumptions and Mitigating Measures
Assessed and reviewed the impact of the previous approach of custodial and corrections agencies on the spiritual care of PDLs	National and Local	Assessment and review	Results of assessment	Q1 to Q4 of 2025	DILG BJMP	Agency budget and with possible assistance from UN Bodies	Limited resources
Developed High Impact Training (HIT) Module for custodial and corrections officers on the development of spiritual formation and mentoring skills	National and Local	Develop a comprehensive training curriculum that focuses on effectively engaging.	Approved materials	Q1 to Q4 of 2026	DILG BJMP	Agency budget and with possible assistance from UN Bodies	Limited resources
Evaluated and integrated the HIT Module into the basic and mandatory trainings of custodial and corrections officers Creation of Chaplaincy Auxiliary Group trained by the custodial and corrections agencies	National and Local	Implementation	Approved policy and training module	Q1 to Q4 of 2027	DILG BJMP	Agency budget and with possible assistance from UN Bodies	Limited resources
Trained Chaplaincy Auxiliary Group using the HIT Module and the Manual on Spiritual Formation and Care Services for PDLs Implementation and monitoring	National and Local	Monitoring and evaluation	Approved policy and manual and number of personnel trained	Q1 to Q4 of 2028	DILG BJMP	Agency budget and with possible assistance from UN Bodies	Limited resources

Thematic Objective B: To address emerging HRIAC arising from engagements with international and regional HR mechanisms and other stakeholders.							
TPOA NO 2.1.1. Holistic and Inclusive Monitoring and Data Consolidation (HIMDC)							
✓Monitoring and consolidating of data on detainees and PDLs across all types of custodial facilities, including jails, rehabilitation centers, mental health facilities, and juvenile detention homes							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/ Constraints/ Assumptions and Mitigating Measures**
Phase 1: Initial assessment of existing policies and mechanism on data sharing and consolidation of list of PDLs, PUPCs, and all detention facilities in the Philippines Phase 2: • Developed a unified report template which contains PDL/ PUPC lists and other relevant information on places of deprivation of facilities with dissaggregated data • Forged formal agreements on data sharing • Conduct dialogue/meeting on the development of a data-sharing system • Developed concept note/ proposal for the development of data sharing system	National	Assess current policies and mechanisms on data sharing and consolidation of data of PDLs/ PUPCs and of prisons/jails and custodial facilities.	Completed assessment of policies and mechanisms on data sharing and consolidation of data of PDLs/ PUPCs and all detention facilities	Q1 to Q4 of 2025	DILG DOJ DOH PNP BJMP PDEA BI NBI AFP Provincial jails DILG RO's JJWC DSWD NCMH DOH BuCor	TBD	Limited resources, including staffing and funding
Phase 3: • Developed Information System for the PNP and DILG • Met with DILG/ISTMS and submission of crucial data needed in the Information System • Orientation and pilot testing of Information • Conducted Training of Trainors (TOT) regarding Information System	National	• Develop a unified report template for reporting of essential data about PDLs/PUPCs and places of detention nationwide. • Develop a proposal for the development of a unified data-sharing system.	• Initial consolidated list of PDLs/ PUPCs and all detention facilities • Forged partnership/ executed MOA with all custodial agencies on data sharing and consolidation.	Q1 to Q4 of 2026	DILG DOJ DOH PNP BJMP PDEA BI NBI AFP Provincial jails DILG RO's JJWC DSWD NCMH DOH BuCor	TBD	Limited resources, including staffing and funding
Phase 4: Implementation of Information System	National	TOT	TOT conducted	Q1 to Q4 of 2027	DILG	TBD	Limited resources, including staffing and funding
Phase 5: Assessment of Implementation	National	Assessing the results	Assessment and results	Q1 to Q4 of 2028	DILG	TBD	Limited resources, including staffing and funding

TPOA NO 2.1.1. Holistic and Inclusive Monitoring and Data Consolidation (HIMDC)							
✓ Creating a Custodial Facility Management and Supervision Information System (CFMSIS) for the holistic monitoring and consolidation of PUPCs data							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Phase 1: Initial Assessment and Proposal of creation of CFMSIS	National and Local	Propose to the Chief of PNP and seek approval of the Memorandum Circular	Approval of proposed Memorandum Circular	Q1 to Q4 of 2025	PNP	Agency budget	• Limited resources, including staffing and funding • System reliability • Accuracy and completeness of data
Phase 2: Cascading and Implementation	National and Local	Training and capacity-building activities	All PNP personnel designated to manage and monitor the system shall be trained.	Q1 to Q4 of 2026	PNP	Agency budget	• Limited resources, including staffing and funding • System reliability • Accuracy and completeness of data
Phase 3: Implementation	National and Local	Monitoring and reporting activities	Timely reporting and reliable information on PUPCs and their treatment while in custody	Q1 to Q4 of 2027	PNP	Agency budget	• Limited resources, including staffing and funding • System reliability • Accuracy and completeness of data
Phase 4: Assessment of Implementation	National and Local	Evaluate the functionality and usability of the CFMSIS.	Accurate demographic information, case details, and custody status updates	Q1 to Q4 of 2028	PNP	Agency budget	• Limited resources, including staffing and funding • System reliability • Accuracy and completeness of data

TPOA NO 2.1.1. Holistic and Inclusive Monitoring and Data Consolidation (HIMDC)							
✓ Monitoring of complaints filed against PNP personnel for alleged commission of torture							
Thematic Performance Targets	**Program Components** (Indicate whether national or local)	**Plan of Work** (Key Activities or Action Steps)	**Output/s**	**Target Quarter**	**Responsibility**	**Estimated Budget and Sources**	**Risks/Constraints/ Assumptions and Mitigating Measures**
Assessment	National and Local	Conduct baseline assessment of the number of torture complaints filed.	First annual report documenting the number of complaints, actions taken, and outcomes	Q1 to Q4 of 2028	PNP	Agency budget	• Limited resources, including staffing and funding • System reliability • Accuracy and completeness of data
Complaint monitoring	National and Local	Track, monitor, and manage all complaints related to allegations of torture.	Submission of list of administrative as well as criminal cases filed against PNP personnel involved in torture against PUPCs	Q1 to Q4 of 2028	PNP	Agency budget	• Limited resources, including staffing and funding • System reliability • Accuracy and completeness of data
Case resolution	National and Local	Resolve pending and newly reported cases of alleged torture by PNP personnel.	Increased case resolution rate, including backlog cases	Q1 to Q4 of 2028	PNP	Agency budget	• Limited resources, including staffing and funding • System reliability • Accuracy and completeness of data
Continuous case resolution	National and Local	Ensure 100% of torture cases are addressed and resolved.	100% of torture cases resolved	Q1 to Q4 of 2028	PNP	Agency budget	• Limited resources, including staffing and funding • System reliability • Accuracy and completeness of data

SECTION 7: INTER-CHAPTER LINKAGES

Inter-chapter linkages explore the connections between various human rights issues, revealing how they intersect and influence one another.

MATRIX NO. 2: INTER-CHAPTER LINKAGES

Identified Chapter	HRIACs	Thematic Objective	Joint Thematic Programs of Action (TPOAs)/Component/s	Accountable Agencies
Chapter 1	HRIAC 2.1. Implement effective measures to address prison overcrowding	1	TPOA 7: Decongest and improve physical conditions of existing prison facilities.	DOJ and DILG
	HRIAC 2.1. Implement effective measures to address prison overcrowding	1	TPOA 9: Increase and rationalize distribution location of prison facilities.	DOJ and DILG
	HRIAC 2.2	1	TPOA 10: Integrate the United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules[83]) and United Nations Rules for the Treatment of Women Prisoners and Non-Custodial Measures for Women Offenders (Bangkok Rules) and other related protocols into existing policies.	DOJ AND DILG
Chapter 2	HRIAC 5: Unemployment and lack of decent livelihood opportunities for marginalized sectors such as the youth and persons with disabilities, farmers, fisherfolks, among others	2	TPOA 12. Provide adequate support and assistance to farmers and fisherfolks to improve their access to livelihood opportunities • To include released PDLs	National Economic and Development Authority and DILG
Chapter 6	HRIAC 1: Challenges on the Governance Framework of the Indigenous Political Structure (IPs) of the Indigenous Peoples (ICC/IPs)	1	TPOA 1: Recognition and protection of Indigenous Governance Systems Institutionalized recognition and protection of Indigenous governance systems in the local government units (proliferation of Maharlika entities, etc.)	NCIP and DILG
	HRIAC 1: Challenges on the Governance Framework of the Indigenous Political Structure of the Indigenous Peoples	1	TPOA 3: Conflict Resolution and Community Reconciliation Promote conflict resolution mechanisms that respect indigenous customs and traditions, fostering reconciliation and unity within community and with the NGAs/CSOs/NGOs, and other private institutions/ stakeholders/partner.	NCIP and DILG

[83]United Nations Standard Minimum Rules for the Treatment of Prisoners (Nelson Mandela Rules), revised and adopted by the UN General Assembly on 17 December 2015.

SECTION 8: LINKAGES WITH OTHER DEVELOPMENT PLANS

Strengthening the BJS and enhancing the Police Referral System promotes SDG 16, which focuses on peace, justice, and strong institutions. By improving local dispute resolution and police collaboration, these initiatives contribute to a more just society and better governance. In the PDP, they align with goals of fostering inclusive and peaceful communities, ultimately supporting broader socioeconomic development and community resilience. Monitoring and improving conditions in custodial and rehabilitation facilities aligns with SDG 3 (Good Health and Well-being) and SDG 16 (Peace, Justice, and Strong Institutions).

These efforts ensure humane treatment and promote rehabilitation, reducing recidivism and fostering community safety. In the PDP, they support objectives of enhancing public safety and promoting mental health, contributing to social inclusion and overall development.

Enhancing coordination for the social reintegration of PDLs links directly to SDG 16, which emphasizes promoting peaceful and inclusive societies, as well as SDG 8 (Decent Work and Economic Growth) by facilitating employment opportunities. In the PDP, this initiative supports the aim of reducing recidivism and fostering inclusive communities, ultimately contributing to social stability and economic development. Implementing Quality-Based Performance Indicators (QBPIs) is crucial for improving governance and public service delivery, linking closely to SDG 16 (Peace, Justice, and Strong Institutions) by promoting accountability and transparency. QBPIs help ensure that services meet quality standards, enhancing the effectiveness of public programs.

In the PDP, QBPIs support objectives related to efficient public service, enhanced institutional capacity, and overall development outcomes. By fostering a culture of continuous improvement and evidence-based decision-making, these indicators contribute to better resource allocation and improved citizen satisfaction.

In the context of law enforcement, QBPIs may assess response times and case resolution rates. Implementing these indicators allows for continuous monitoring and improvement, ensuring that services effectively meet community needs and align with the goals of the PDP and SDGs. Expanding and decongesting prison facilities directly supports SDG 16, which promotes peaceful and inclusive societies, and ensures access to justice for all. By addressing overcrowding, these efforts enhance inmate living conditions, reduce violence, and improve rehabilitation opportunities. In the PDP, this initiative aligns with goals of enhancing public safety and social equity, contributing to a more effective justice system and promoting community reintegration.

Improved facilities can also facilitate mental health support and vocational training, further fostering sustainable development. Providing mechanisms for access to legal services in custodial and detention facilities supports SDGs 3 and 16 and aligns with the PDP, strengthening the justice system, promoting human rights and rehabilitation and reintegration. By ensuring that detainees have access to legal services, these initiatives promote fairness, support rehabilitation, and ultimately contribute to a more equitable and just society.

Promoting human rights education and raising awareness in custodial and detention facilities aligns with these SDGs and the PDP: SDG 16 (Peace, Justice, and Strong Institutions) and SDG 4 (Quality Education).

Engaging partnerships and collaboration with both government organizations and CSOs is vital for achieving several SDGs and aligns closely with the PDP: SDG 17 (Partnerships for the Goals), SDG 16 (Peace, Justice, and Strong Institutions), and SDG 4 (Quality Education). This TPOA aligns with PDP to promote inclusive development, strengthening institution capacity and holistic approach to development. These collaborations ultimately lead to more effective and sustainable development outcomes.

Designing comprehensive training programs using an adult education approach and the Mind, Heart, and Hands model of learning aligns well with several Sustainable Development Goals (SDGs) and the Philippine Development Plan (PDP). Under SDG 4 (Quality Education), the use of adult education principles promotes lifelong learning opportunities, equipping individuals with the skills needed for personal and professional growth. In line with SDG 5 (Gender Equality), training programs that address the needs of diverse adult learners empower marginalized groups, including women, and foster gender equality through inclusive education. Finally, aligned with SDG 8 (Decent Work and Economic Growth), programs grounded in practical applications (Hands) enhance employability and economic opportunities, contributing to efforts that promote decent work and sustainable livelihoods. While in the PDP, this TPOA aligns with Human Capital Development, Social Inclusion, and Promoting Innovation. Overall, these training programs enhance individual capacity and contribute to broader societal development, fostering a more skilled and inclusive community.

Lastly, under Objective B, holistic monitoring and data consolidation of detention facilities align with several Sustainable Development Goals (SDGs) and the Philippine Development Plan (PDP). Under SDG 16 (Peace, Justice, and Strong Institutions), data-driven governance is strengthened through effective monitoring and consolidation efforts, enhancing transparency and accountability within the justice system and helping identify human rights concerns and facility conditions. In line with SDG 3 (Good Health and Well-being), the collection of comprehensive health data in detention facilities supports the improvement of healthcare services, mental health support, and the overall well-being of detainees. Additionally, SDG 10 (Reduced Inequalities) is supported through informed policymaking, as consolidated data enables better analysis of systemic disparities and inequalities, guiding more equitable and inclusive justice policies. While in the PDP, this TPOA has linkages to Strengthening the Justice System, Enhancing Public Safety, and Promoting Evidence-Based Policy. Overall, these efforts contribute to more effective governance, better resource allocation, and improved outcomes for individuals in detention, ultimately promoting a more just and equitable society.

MATRIX 3: LINKAGES WITH OTHER DEVELOPMENT PLANS

Thematic Objective	Thematic Programs of Action (TPOAs) No.	Sector/s Involved	Contributions to Specific Sectors Covered by Other Development Plans		
			SDGs	PDP	NAP-WPS, etc.
Objective A: To address 100% of all reported cases of torture, and other acts of cruel, inhuman, or degrading treatment or punishment, and to resolve these reported cases within the prescribed period	TPOA 1.1.1. Strengthening the Barangay Justice system (BJS)	Duty-bearers and Vulnerable Groups (VGs)	SDG 3 and 16	Enhancing public safety and promoting mental health, contributing to social inclusion and overall development	Access to Justice, Conflict Resolution, Empowerment and Participation, and Community Safety
	TPOA 1.1.2. Monitoring and Improving Conditions in Custodial/Jail Facilities, Mental Facilities, Bahay Pag-Asa, and Rehabilitation Centers	Duty-bearers and PDLs, PUPCs, Prisoners	SGD 3	Efficient public service, enhanced institutional capacity, and overall development outcomes	Human Rights Dignity, Gender-Sensitive Policies, Prevention of Violence and Abuse, Access to Justice, Mental Health Support, Reintegration Programs, and Data Collection and Research

Thematic Objective	Thematic Programs of Action (TPOAs) No.	Sector/s Involved	Contributions to Specific Sectors Covered by Other Development Plans		
			SDGs	PDP	NAP-WPS, etc.
	TPOA 1.1.3. Strengthening Social Reintegration of PDLs	Duty-bearers, PDLs, Community	SGD 1	Efficient public service, enhanced institutional capacity, and overall development outcomes	Empowerment and Participation, Gender Sensitive Reintegration Programs, Prevention of Gender-Based Violence, Mental Health and Well-being, Access to Justice, Community Engagement and Awareness, and Collaboration with Local Organizations
	TPOA 1.1.4. Implementing Quality-Based Performance Indicators	Duty-bearers	SDG 16 SDG 10	Enhancing public safety and social equity, contributing to a more effective justice system and promoting community reintegration	Measuring Impact on Women's Empowerment, Enhancing Accountability, Improving Resource Allocation, Data-driven Decision-Making, and Supporting Monitoring and evaluation
	TPOA 1.1.5. Expanding and Decongesting Prison Facilities	Duty-bearers	SDG 3 SDG 16	Enhancing public safety and social equity, contributing to a more effective justice system and promoting community reintegration	
	TPOA 1.2.1. Providing Mechanisms to Enhance Access to Justice of PDLs	PDLs, PUPCs, Prisoners	SDG 16 SDG 10	Enhancing public safety and social equity, contributing to a more effective justice system and promoting community reintegration	
	TPOA 1.2.2. Creating Guidelines on Decision-Making and Mental Capacity Assessment Pathways	Duty-bearers	SDG 16 SDG 10	Enhancing public safety and social equity, contributing to a more effective justice system and promoting community reintegration	
	TPOA 1.3.1. Promoting Human Rights Education and Raising Awareness Enhancing information dissemination to PDLs and PUPCs, including diverse age groups, gender expressions, disabilities, and cultural backgrounds, through appropriate orientations, seminars, and notices	Duty-bearers, PDLs, PUPCs, Prisoners, Academe	SDG 16 SDG 10	Enhancing public safety and social equity, contributing to a more effective justice system and promoting community reintegration	Empowerment and Agency, Promotion of Gender Equality, Community Engagement and Mobilization, and Access to Justice
	TPOA 1.3.2. Engaging Partnership and Collaboration with both Government Organizations and CSOs	Duty-bearers, CSOs	SDG 16 SDG 11	Promote inclusive development, strengthening institution capacity and holistic approach to development	Holistic Approaches, Strengthening Accountability, Capacity Building, Resource Mobilization, Data Collection, and Research
	TPOA 1.4.1. Comprehensive Training Programs using Adult Education Approach and Mind, Heart, and Hands Model of Learning	Academe, Duty-bearers, CSOs	SDG 16 SDG 11 SDG 4	Human Capital Development, Social Inclusion, and Promoting Innovation	Empowerment through learning, Holistic Skills Development, Culturally Relevant Education, Community Engagement and Action, Facilitating Collaboration, and Monitoring and evaluation
Objective B: To develop and implement policies and programs of action in compliance with CAT Recommendation No. 8 on establishing a holistic monitoring and data consolidation	TPOA 2.1.1. Holistic Monitoring and Data Consolidation Monitoring and consolidating basic data on detainees and PDLs across all types of custodial facilities, including jails, rehabilitation centers, mental health facilities, and juvenile detention homes, with disaggregated data including diverse age groups, gender expressions, disabilities, and cultural backgrounds	Duty-bearers	SDG 16	Strengthening the Justice System, Enhancing Public Safety, and Promoting Evidence-Based Policy	Comprehensive Assessment Needs, Informed Decision-Making, Tracking Progress and Accountability, Identifying Gaps and Challenges, Enhancing Collaboration and Promoting Transparency, and Supporting Long-Term Planning

SECTION 9: COLLABORATION AMONG GOVERNMENT ORGANIZATIONS, LOCAL GOVERNMENT UNITS, PRIVATE SECTOR, AND CIVIL SOCIETY ORGANIZATIONS

Collaboration between government entities and CSOs in addressing torture and other forms of cruel, inhuman, or degrading treatment is crucial for the effective implementation of thematic programs. Here are some key aspects of this collaboration:

First, Policy Development and Consultation: Governments can engage civil society organizations (CSOs) in the drafting and revision of policies related to human rights and torture prevention. CSOs bring valuable on-the-ground experience and expertise that can inform more effective and context-sensitive policy frameworks.

Second, Capacity Building and Training Programs: Joint training sessions for government officials and CSO representatives can deepen their understanding of human rights norms and torture prevention mechanisms. In addition, governments can support CSO-led training initiatives by providing resources and funding, enhancing the reach and impact of these programs.

Third, Monitoring and Reporting: The establishment of joint monitoring committees composed of both government and CSO representatives enables more comprehensive oversight of detention facilities and the treatment of detainees. Collaborative data collection and analysis strengthen transparency, improve accountability, and support evidence-based policy responses to incidents of torture and mistreatment.

Fourth, Public Awareness Campaigns: Coordinated campaigns between governments and CSOs can raise public awareness about the rights of detainees and the importance of preventing torture. CSOs can also mobilize communities through educational initiatives and dialogues, while government outreach programs amplify these efforts.

Fifth, Advocacy and Legal Assistance: CSOs play a critical role in providing legal aid to victims of torture. Governments can strengthen these efforts by offering funding and logistical support. Furthermore, joint advocacy initiatives can address systemic issues and push for legislative reforms that reinforce protections against torture.

Lastly, Feedback Mechanisms and Implementation of International Standards: Regular forums for dialogue between governments and CSOs can foster open communication, enabling the sharing of feedback and discussion of emerging challenges. Incorporating the voices of torture victims into these discussions ensures that prevention strategies are grounded in lived experiences. Both parties can also collaborate to implement and comply with international treaties and conventions, sharing best practices and lessons learned from successful models in other countries to enhance local program effectiveness.

A collaborative approach that leverages the strengths of both government and CSOs can create a robust framework for preventing and addressing torture and inhuman treatment. Building trust and open communication between these stakeholders is essential for fostering a culture of respect for human rights and dignity.

MATRIX 4: COLLABORATION AMONG THE GOVERNMENT ORGANIZATIONS, LGUs, PRIVATE SECTOR, AND CSOs

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies/LGUs Involved	Civil Society Organizations Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
• Assessed the BJS • Revisited and revised the Katarungang Pambarangay Training Manual • Developed a standard training curriculum for Katarungang Pambarangay practitioners with Restorative Justice as framework • Implementation, monitoring, and evaluation	TPOA 1.1.1 Strengthening the BJS	2025-2028	DILG, Philippine Public Safety College (PPSC), LGUs	Ateneo Human Rights Center (AHRC)	TBD	• Assessment of BJS Mechanisms • Improve the Mechanism • Initial implementation of new Mechanism • Evaluation and feedback
• Assessed all PUPCs nationwide and by conducting custodial facilities inspection • Continuous Conduct of CFI, Compliance with Standard Design Type of Buildings, particularly custodial facilities including proper setting up of CCTV • Assessed custodial facilities if they are designed addressing the needs of persons with disabilities (e.g., railings, ramps)	TPOA 1.1.2 Monitoring and improving conditions in custodial/jail facilities, prisons, mental facilities, Bahay Pag-Asa, and rehabilitation centers	2025-2028	PNP HRAO	International Committee of the Red Cross (ICRC)	TBD	• Assess which Custodial Facilities are congested. • On-site inspection
Phase 1: Assessment and Planning • Conducted a comprehensive assessment of the current referral system within BJMP facilities • Identified gaps and areas for improvement in the referral process • Analyzes existing coordination mechanisms with partner organizations involved in social reintegration • Developed a detailed plan outlining strategies for enhancing the referral system and strengthening coordination efforts Phase 2: Capacity Building • Provided training sessions for BJMP personnel on effective referral procedures and protocols • Organized workshops for partner organizations to improve coordination and collaboration strategies • Equipped BJMP staff with necessary tools and resources to facilitate referrals and reintegration efforts effectively Phase 3: Implementation and Monitoring • Implemented the revised referral system within BJMP facilities • Established regular communication channels with partner organizations to ensure smooth coordination • Monitored the effectiveness of the referral system through regular evaluations and feedback mechanisms • Addressed any challenges or issues encountered during the implementation process promptly	TPOA 1.1.3 Strengthening social reintegration of PDLs	2025-2028	DILG, PPSC, LGUs, DSWD, DOLE	Partnered CSOs and other TBD	TBD	• Assessment and identification of gaps in the BJMP Referral System to ensure released PDLs reintegration • Capacity building and establishing a system of collaboration with community partners • Institutionalizing partnerships and monitoring • Significantly strengthen the referral system of the BJMP and enhance coordination efforts with partner organizations, ultimately contributing to the productive social reintegration of PDLs

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies/LGUs Involved	Civil Society Organizations Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
Phase 4: Evaluation and Adjustment • Evaluated the impact of the strengthened referral system and intensified coordination efforts on the social reintegration of PDL • Identified areas for further improvement based on feedback from stakeholders and performance data • Made necessary adjustments to the referral system and coordination strategies to enhance effectiveness and efficiency Phase 5: Strengthened the referral system of the BJMP significantly and enhanced coordination efforts with partner organizations, ultimately contributing to the productive social reintegration of PDLs						
Enhanced information dissemination to PDLs and PUPCs, including diverse age groups, gender expressions, disabilities, and cultural backgrounds, through appropriate orientations, seminars, and notices Phase 1: Assessment and Planning Phase 2: Resource Mobilization and Preparation and Trainers-training Phase 3: Implementation Phase 4: Monitoring and evaluation Phase 5: Review and Adjustment	TPOA 1.3.1 Promoting human rights education and raising awareness	2025-2028	PNP	Partnered CSOs International Committee of the Red Cross (ICRC) Sulong Peace International (SPI) UN OHCHR Philippines	TBD	• Develop a detailed plan outlining strategies for intensifying information dissemination efforts, including individuals from diverse age groups, gender expressions, disabilities, and cultural backgrounds. • Creation of TWG • Information dissemination through various channels • Implementing a monitoring and evaluation mechanism to assess the effectiveness of the information dissemination activities • Overall assessment of the conducted activities
• Assessed and reviewed the impact of the previous approach of custodial and corrections agencies on the spiritual care of PDLs • Developed High Impact Training (HIT) Module for custodial and corrections officers on the development of spiritual formation and mentoring skills • Evaluated and Integrated of the HIT Module into the basic and mandatory trainings of custodial and corrections officers • Created Chaplaincy Auxiliary Group trained by the custodial and corrections agencies • Trained Chaplaincy Auxiliary Group using the HIT Module and the Manual on Spiritual Formation and Care Services for PDLs Implementation and Monitoring	TPOA 1.4.1. Designing comprehensive training programs using Adult Approach and Mind, Heart, and Hands Model of Learning: Integrating Spiritual Mentoring into all Basic and Mandatory Training for Personnel to ensure Spiritual Care and Services for PDLs as mandated by Section 63 of RA 6975	2025-2028	DILG, BJMP	Faith-based organizations	TBD	Develop a detailed plan, training materials, and modules.

Thematic Performance Targets	TPOA No. (Component) Plan of Work (Key Activities/Action Steps)	Target Quarter	Government Branches/ Agencies/LGUs Involved	Civil Society Organizations Involved	Private Sector Involved	Expected Collaborative Strategies and/or Activities
Implementation of Police Training investigators on effective engagement and assistance for persons with disabilities and conducting of gender-sensitivity seminars	TPOA 1.4.1 Designing comprehensive training programs using Adult Education Approach and Mind, Heart, and Hands Model of Learning Training police investigators on the effective engagement and assistance for persons with disabilities and conducting of gender-sensitivity seminars	2025-2028	PNP	ICRC SPI	TBD	Conduct of trainings

SECTION 10: CAPACITY-BUILDING PLAN FOR THE DUTY-BEARERS, NON STATE DUTY-BEARERS, AND RIGHTS-HOLDERS OF THE 4TH PHILIPPINE HUMAN RIGHTS PLAN

The capacity-building plan for 2024-2028 is designed to address the identified capacity gaps among duty-bearers, non-state actors, and rights-holders involved in the implementation of the PHRP4. Based on the initial analysis, several areas of knowledge and competencies require enhancement to ensure a more effective and rights-based approach to human rights and international humanitarian law concerns.

This section outlines the necessary skills development, and knowledge transfer to both personnel and vulnerable sectors within detention facilities, including individuals from diverse age groups, gender expressions, disabilities, and cultural backgrounds. Key areas of focus include understanding rights-based analysis, applying human rights principles across programs and activities, and ensuring compliance with state obligations.

MATRIX 5: CAPACITY-BUILDING NEEDS OF THE FA/TWG/CLUSTER OF AGENCIES

FA/TWG/CLUSTER AGENCIES	CAPACITY-BUILDING NEEDS					
	Rights-based Situation Analysis	Rights-based Role Analysis and Capacity Gaps Analysis	Applying HR Principles in Different Stages of Programs/ Projects/Activities	Applying State Obligations (Respect, Protect, and Fulfill in Programs/ Projects/Activities	Applying Normative Content and Levels of Compliance in Programs/ Projects/Activities	Rights-based Indicator Setting, Monitoring and Evaluation
Department of the Interior and Local Government	✓	✓	✓	✓	✓	✓
Philippine National Police	✓	✓	✓	✓	✓	✓
Bureau of Jail Management and Penology	✓	✓	✓	✓	✓	✓
Bureau of Corrections	✓	✓	✓	✓	✓	✓
National Center for Mental Health	✓	✓	✓	✓	✓	✓

Bureau of Immigration	✓	✓	✓	✓	✓	✓
National Bureau of Investigation	✓	✓	✓	✓	✓	✓
Philippine Drug Enforcement Agency	✓	✓	✓	✓	✓	✓
Provincial Jails	✓	✓	✓	✓	✓	✓
Juvenile Justice and Welfare Council	✓	✓	✓	✓	✓	✓
Department of Health	✓	✓	✓	✓	✓	✓
Department of Justice	✓	✓	✓	✓	✓	✓
Bahay Pag-Asa	✓	✓	✓	✓	✓	✓
Local Government Units	✓	✓	✓	✓	✓	✓
Non-state Duty-bearers/Actors (Private Sector)						
TBD	✓	✓	✓	✓	✓	✓
Rights-holders: CSOs (POs, NGOs, etc)						
Accredited and Partnered CSOs	✓	✓	✓	✓	✓	✓

Based on the above results of the capacity-building needs of the different stakeholders of PHRP4, the priorities lined up for 2024-2028 are as follows:

MATRIX 6: TARGET TRAINING PROGRAMS: 2024-2028

PHRP4 Stakeholders	Training Areas	Target Quarter: 2024-2028
FA/TWG/Cluster	Integrating human rights education and policy training to human rights desk officers and other personnel in the basic and all mandatory career courses using the Adult Education Approach and Mind, Heart, and Hands Model of Learning	2025-2028
	Improving accountability in terms of higher conviction rates for torture and maltreatment by training investigators and prosecutors on human rights policies and torture assessment tools	2025-2028
	Integrating Spiritual Mentoring into all Basic and Mandatory Training for Personnel to ensure Spiritual Care and Services for PDLs as mandated by Section 63, RA 6975	2025-2028
	Training of Police Investigator and Lupong Tagapamayapa on ADR/BJS in relation to referral to barangay of mediatable cases	2025-2028
	Training police investigators on effective engagement and assistance for persons with disabilities, and conducting of gender-sensitivity seminars	2025-2028
	BJMP Paralegal Officers' Training on latest Office of the Court Administrator's related issuances	2025-2028
	Human Rights Desk Officers Training on International Laws concerning torture, BJMP Policies on Mandatory Reporting of Torture Cases, Anti-Torture Law	2025-2028
	Training for BJMP Investigators and Prosecutors, Hearing Officers, on Anti-Torture Law, Istanbul Protocol, BJMP Policies on Anti-Torture	2025-2028
	Training-Workshop for BJMP Nurses on Anti-Torture Law, BJMP Policies on Anti-Torture, and Use of Torture Assessment Tool	2025-2028
Private Sector	TBD	
Civil Society Groups	TBD	

SECTION 11: PERIODIC MONITORING AND EVALUATION SYSTEM

The DILG, as the lead agency, in coordination with the PHRCS, will conduct a semestral evaluation to assess the progress of the plan. The lead agency will request a comprehensive report to determine the level of compliance with the PHRP4 and identify any areas where challenges in implementation may arise.

In addition, the evaluation process will serve to identify potential challenges in meeting the plan's objectives, providing an opportunity to address gaps and strengthen implementation strategies. The evaluation will also involve the concerned agencies, CSOs, and the private sector.

MATRIX 7: SEMESTRAL MONITORING AND EVALUATION OF PHRP4
THEMATIVE PROGRAM OF ACTION

Thematic Objective/TPOA/ Component/s	Performance Targets	Key Activities	Responsibility	Target Dates	Status of Implementation		
					Status	Difficulties Encountered	Remedy/ies or Action/s Taken
Thematic Objective 1:							
TPOA No. 1 (Component/s)							
TPOA No. 2 (Component/s)							
TPOA No. 3 (Component/s)							
Thematic Objective 2:							
TPOA No. 1 (Component/s)							
TPOA No. 2 (Component/s)							

SECTION 12: RESOURCE MOBILIZATION PLAN

Based on the detailed plan of work for 2024-2028 of Chapter 8, the budgetary requirements for implementing the Plan of Work will primarily be sourced from the agency's existing budget under the GAA. For any identified funding gaps, additional resources will be sought from Development Agencies, both local and international, in collaboration with UN Bodies. Some TPOAs will be co-funded through partnerships between the Government and these agencies.

Furthermore, the PHRCS will actively support the funding body in mobilizing funds by identifying and engaging with potential funding partners to ensure sufficient resources for specific TPOAs.

MATRIX 8: BUDGET ESTIMATES AND FUND SOURCES

Thematic Program of Action No. (Component/s)	Budget Estimates	
	GAA (Agency Budget)	Local and Foreign Development/Funding Agencies/Organizations
To be consulted with implementing agencies	To be consulted with implementing agencies	To be consulted with implementing agencies

PART II: SUSTAINING THE PHRP IMPLEMENTATION

SECTION 1: PHRP Institutional Set-up

- Presidential Human Rights Committee
- Treaty Lead or Focal Agencies
- Technical Working Group
- Thematic Cluster Agencies

SECTION 2: The PHRC Secretariat Functions for the PHRP

The Presidential Human Rights Committee Secretariat functions in the Philippine Human Rights Plan (PHRP) implementation are crucial to the efficient and effective coordination and management of not only the different thematic chapters of the plan of work but, more importantly, in providing the FA/TWGs/Cluster of Agencies with adequate knowledge and competencies in capacity building, monitoring, evaluation, public reporting, strategic alliance building, multistakeholder collaboration, network building and referral systems, and resource generation and mobilization. Thus, this part of the PHRP provides various systems, strategies, and mechanics to sustain the implementation of the plan, which essentially constitute the support secretariat services of the PHRCS to the various thematic chapter plans.

SECTION 3: Monitoring, Evaluation, and Reporting System

Using the Ugnayang Bayan as the multi-stakeholders, venue for convergence, the 4th Philippine Human Rights Plan (PHRP4) will maintain a collaborative system of monitoring, evaluation, feedback, and reporting of its implementation, both at the output and outcome levels. Feeding into the system are all indicator-based data and information collected by the various FA/TWGs/Cluster of Agencies constituting each thematic chapter of the plan, and also those information and feedback provided by various CSOs.

Reports and/or studies resulting therefrom are envisioned to be inputted for improvement of existing and pending legislations, and enhancement of current government programs, projects, services, and all other initiatives both at the national and local levels. Moreover, the results of these monitoring, evaluation, and reporting system will also contribute to the country's compliance reporting under the different international treaties and regional mechanisms. Overall, the results of the monitoring, evaluation, and reporting system go through periodic Public Reporting as a means to building a culture of human rights, transparency, accountability, and rule of law in the country.

Regular Monitoring and Evaluation – Periodic monitoring and evaluation of the PHRP4 is envisioned every semester, which will be consolidated annually followed by a Mid-Term (3rd year) and End-of-Term Evaluation of Performance Targets. Moreover, a baseline study is envisioned

in 2024, and an Outcome Evaluation by 2028 to assess the value-added changes and benefits in terms of specific human rights realized by each category of vulnerable and disadvantaged groups that enhanced and/or empowered them to participate in sustainable development.

a. Semestral Monitoring of Accomplishments. A summary of the monitoring and evaluation plan that the FA/TWG will adopt to track the progress of the chapter plan every year on a semestral basis, for review and evaluation of the TWG/Cluster of Agencies, and participating CSOs, and private sector, highlighting the difficulties encountered in the implementation of the Pan of Work and the remedies undertaken.

Semestral Monitoring and Evaluation of PHRP4
Thematic Program of Action

Thematic Objective/ TPOA	Performance Targets	Key Activities	Responsibility	Target Dates	Status of Implementation		
					Status	Difficulties Encountered	Remedy/ies or Action/s Taken
Thematic Objective 1:							
TPOA 1							
TPOA 2							
TPOA 3							
Thematic Objective 2:							
TPOA 1							
TPOA 2							

*Status

F – Formulation of measure or program

A – Adoption/Implementation of measure or program

M – Monitoring of measure or program

E – Evaluation of measure or program

b. Mid-Term Evaluation of PHRP4. After three years, the PHRP4 will be evaluated in terms of the status and progress realized by the plan and in terms of human rights realized by the sectors, the nature and level of compliance, PANTHER principles operationalized, and their success indicators, the accomplished State's Obligations, and the overall changes/benefits experienced by the sector.

Mid-term Evaluation of PHRP4
Thematic Program of Action

Period Covered: 3 Years

Thematic Program of Action	Responsibility	Target Date	Status/Progress					
			Status	Rights Entitlements Realized by the Sector	Nature and Level of Compliance	HR Principle/s Applied and Success Indicator/s	State Obligations Fulfilled (RPF)	Overall Changes/ Benefits Experienced by the Involved Sector
Thematic Objective A:								
Thematic Objective B:								

c. End-of-Term Evaluation. By 2028, an end-of-term assessment will be conducted to determine the level of achievement of the thematic objectives and specifications as to the accomplished and unaccomplished performance targets. Further, gauging from the level of the accomplishments of performance targets, the pending and unaddressed human rights issues and concerns (HRIACs) will be identified as the basis for the sequel plan.

End-of-Term Assessment

PY 2024-2028

PHRP Thematic Objectives[84]	Achievement Level[85]	Thematic Program of Action[86]	Accomplished Performance Targets[87]	Unaccomplished Performance Targets[88]	Pending/Unaddressed HRIAC[89]
Objective A					
Objective B					

d. Conduct a baseline study and outcome evaluation. An academic or research institution will be contracted to conduct **a** baseline study using the indicators set for each of the eight PHRP outcomes. At least two indicators per outcome will be identified by the focal agencies as the basis for the conduct of the baseline study in 2024. The baseline study will be the basis for the conduct of an outcome evaluation by 2028.

No.	PHRP OUTCOMES	OUTCOME INDICATORS[90] (at least two per outcome)
1	Increased access to justice for all, especially the underprivileged	
2	Expanded economic opportunities and social services available and accessible to the poor and marginalized	
3	Enhanced quality and level of participation of women in various undertakings in the family, workplace, and community	
4	Improved access of children to effective preventive and treatment services	
5	Enhanced availability and accessibility of services and facilities for persons with disabilities	
6	Reduced incidence of abuses leading to displacement and/or dispossession of Indigenous Peoples	
7	Available, accessible, and affordable protection mechanisms and services for migrant workers and members of their families	
8	Strengthened preventive and protection mechanisms and services for potential and/or actual victims of torture, and other acts of cruel, inhuman, or degrading treatment or punishment	

[84]Refers to Objectives A and B

[85]Levels: (1) Fully Achieved; (2) Partially Achieved; and (3) Not Achieved

[86]Refers to the TPOAs per Objective

[87]Accomplished Performance Targets

[88]Unaccomplished Performance Targets

[89]Pending HRIACs

[90]Outcome indicators to be set by the Focal Agency as the basis for the conduct of the Baseline Study in 2024; as well as the basis for the conduct of an Outcome Evaluation in 2028.

SECTION 4: Cross-Thematic Support Strategies

This section lays out the different support strategies, operating systems, and mechanisms of the PHRCS that will enable the various government branches/agencies, CSOs, and private sectors to participate and engage in the implementation and sustainability of the PHRP4.

1. PHRP4 Coordinated National and Local Implementation

The PHRCS, in cooperation with the Department of Interior and Local Government (DILG), and concerned Focal Agencies/Lead Agencies will do the oversight management and implementation of the PHRP4, especially at the local level. This will entail various approaches and strategies of engaging the LGUs in the implementation of the various chapter plans. Primarily, the PHRCS will work closely with the DILG on common policy advocacy plans, human rights education, and other local activities of the PHRP4 thorough the engagement of the Provincial/City/Municipal/Barangay Development Councils, Leagues of Provinces/Cities/Municipalities/Barangays, etc. Moreover, the PHRCS will also work closely with the DILG and all the FAs/TWGs in widening and integrating the participation of the CSOs across the country in the PHRP4 implementation.

2. Public Dissemination of PHRP Thematic Plans

To achieve a culture of human rights in the country, the PHRCS will undertake public dissemination of the PHRP4 to persuade policymakers both at the national and local levels of governance, support the FAs/TWGS/Cluster of Agencies in charge of the PHRP implementation, influence public opinion, and widen the government's partnership and engagement with the CSOs and private sector. Thus, to effect timely and effective dissemination of information on the operationalization of the PHRP TPOAs, Performance Targets, and Plan of Work, the PHRCS, together with the eight Focal Agencies, will enter into a Memorandum of Agreement with the Philippine Information Agency. As the only government information network that has expertise in development communication, it can help the PHRCS and the Focal Agencies reach the grassroots through its 16 regional offices and 78 provincial information centers.

3. Capacity Building on a Human Rights-Based Approach (HRBA)

Training on HRBA Competency Areas. The PHRCS, in partnership with the UN Office of the High Commissioner for Human Rights and the CHR, will undertake a practiced-based continuing capacity-building program on the Human Rights-Based Approach that is centered on its five (5) competency areas, as follows: a) Rights-Based Situation Analysis; b) Role and Capacity Gaps Analysis both for the duty-bearers and rights-holders; c) State Obligations of Respect, Protect, and Fulfill of the duty-bearers, and the Rights-Entitlements of the rights-holders based on the normative content of the rights involved under the relevant Human Rights Treaties (and its Optional Protocols, and General Comments, if any), and under the Philippine Constitution and other relevant national laws; d) Nature and Levels of Compliance (Immediate and Progressive to include core compliance and graduated steps to fulfill obligations, without regression; and e) Operationalization of the PANTHER principles across stages of development programming of activities. The PHRCS, PHRP-Focal Agencies, and CHR will enter into a Memorandum of Agreement to cover the conduct of

Trainers' Training for the FAs/TWGs, and its rollout to the Clusters of Agencies, partner CSOs, and private sector that are tasked, and or enlisted/engaged with the implementation of the PHRP Plan of Work. The five HRBA competency areas will be a prerequisite to designing policies, programs, projects, and other initiatives under the PHRP Plan of Work.

4. Collaboration, Dialogue, and Fora

The PHRCS will explore all available options to assist the FAs/TWGs in networking to achieve optimum levels of partnerships among concerned stakeholders, both the duty-bearers and rights-holders, to appropriately address cross-thematic issues and concerns through collaborative strategies.

4.1. Facilitating Actions on Pending/ New Legislations. The PHRCS has the authority to consider advocating all legislative agenda outlined in the PHRP4 and present them to the relevant House/Senate Committees. Through the Office of the President and the concerned FAs/TWGs, the PHRCS can propose new policies for legislation or submit position papers suggesting amendments to existing laws. Additionally, the PHRCS can organize meetings with Senate/House Committees to address human rights-based policy issues in the PHRP4, especially those affecting vulnerable and marginalized sectors. It is incumbent upon the PHRCS to initiate, whenever necessary, all legislative advocacies and coordination activites to push for all the legislative agenda contained in the PHRP4. Further, the PHRCS may also contemplate on all possible legislative agenda to strengthen the mandates and functions of all the FA/LA that will strengthen the position of these institutions in the implementation of the PHRP4. Moreover, the PHRCS may initiate actions to propose the passing of a legislation that will institutionalize the formulation, implementation, and management of the PHRP in the country.

4.2. Facilitating Actions on Pending or New Local Ordinances. When necessary, the PHRCS, relevant FAs/TWGs, and the DILG as the oversight agency of the LGUs, may collaborate through dialogues and fora with League of Provinces, Cities/Municipalities/ Barangays to advocate for the passage of local ordinances supporting policies, programs, projects, and other initiatives outlined in PHRP4.

4.3. Nondiscriminatory Implementation of the UN Guiding Principles for Business and Human Rights. The PHRCS, together with the concerned FAs/ TWGs and the DTI, as the oversight agency on business, may seek dialogue, and/or collaborate with concerned companies for them to look at how some business decisions and practices impact human rights of each category of the vulnerable group. The UN Guiding Principles on Business and Human Rights expects companies to assess the impact of their internal business functions and processes, and take appropriate action to lessen, if not eradicate, the adverse effects of business practices on each category of vulnerable group.

4.4. Climate Change Mitigation and Managing Its Risks and Disastrous Effects on the Different Vulnerable Groups. The PHRC, together with the concerned FAs/TWGs, the Climate Change Commission (CCC), and the DILG, may collaborate in addressing how climate change affects each category of the vulnerable group. Through the initiative of the PHRCS, the CCC and the DILG may collaborate on strategizing some workable measures on how best to help affected local communities, especially those in specific locations

that are prone to climate-related hazards, such as flooding, extreme heat, and air pollution; and those who have physical disabilities, poor mental health, and other diseases, which can be worsened by climate change, especially for those who live in urban and rural areas with poorly maintained infrastructure that are not resilient to climate-related disastrous effects.

4.5. Partnership and Engagement with CSOs. The PHRP4 will adopt as its framework the five stages of public partiticipation in dealing with the CSOs. These stages are: informing, consulting, involving, collaborating, and empowering in the implementation of the PHRP Plan of Work. The PHRCS and the FAs/TWGs will seek every opportunity to maintain its collaboration with CSOs for better governance both at the national and local levels. The CSOs include social movements, volunteer organizations, indigenous peoples' organizations, mass-based membership organizations, NGOs, and community-based organizations. For PHRP4, the PHRCS will continue to nurture what the CSOs have signified in terms of their interest and commitment to the development and implementation of the plan through their identified participation and engagement under the different PHRP-TPOAs, Performance Targets, and Work Plan. The CSOs are good providers of vital information to both citizens and government. They keep watch of government policies, programs, and forms of action. Engaged in advocacy work, they help government to be more transparent and accountable. They deliver community services, especially to the poor and vulnerable. They defend citizen rights and work for social change. Most often, they act as partners of the government in implementing the latter's policies, programs, and services.

SECTION 5: Resource Generation

Building and maintaining its own local and international networks of human rights and development partners will be prioritized by the PHRCS to guide and support the various FA/TWGs/Cluster of Agencies in sourcing and tapping both technical and funding assistance for the implementation of the PHRP 2024-2028. Specifically, the PHRCS will conduct an inventory of all local and international development institutions that service each category of the vulnerable group covered by the PHRP. Strategic alliances and collaborations with this network of institutions will be established as a potential source of development assistance for the various programs, projects, and undertakings in the PHRP4 Plan of Work that require additional or alternative sources of funding. Most of those needing fund sources, other than the General Appropriations for the Agencies/LGUs, are those involving training, policy research, policy advocacy, baseline studies, evaluation studies, workshops, fora, dialogues, project management, public information, education, public or community assemblies, specialized capacity building for each category of vulnerable group, among others. The forging of strategic alliances with this network of development partners will hopefully make it easier for PHRCS to endorse the FAs/TWGs/Cluster of Agencies to qualify for some development funding assistance. One strategy that the PHRCS may adopt is holding a forum of development partners for exploratory funding assistance matching with the PHRP's Annual Plan of Work.

ANNEXES

ABBREVIATIONS

ADDs	Ancestral Domain Sustainable Development Plans
ADSDPPs	Ancestral Domain Sustainable Development and Protection Plans
AEP	Alien Employment Permit
AFP	Armed Forces of the Philippines
AIRTIP	Anti-Illegal Recruitment and Trafficking in Persons
ALS	Alternative Learning System
AO 35	Administrative Order 35
AO 35 TWG	Administrative Order 35 Technical Working Group
ASEAN	Association of Southeast Asian Nations
BI	Bureau of Immigration
BIR	Bureau of Internal Revenue
BLAs	Bilateral Labor Agreements
BPFA	Beijing Platform for Action
BPP	Board of Pardons and Parole
BuCor	Bureau of Corrections
CADT	Certificate of Ancestral Domain Title
CALT	Certificate of Ancestral Land Title
CBMS	Community-based Monitoring System
CCAM	Climate Change Adaptation and Mitigation
CCC	Climate Change Commission
CCET	Climate Change Expenditure Tagging
CDA	Cooperative Development Authority
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CES	Career Executive Service
CGP	Career Guidance Program
CHED	Commission on Higher Education
CHR	Commission on Human Rights
CHRP	Commission on Human Rights of the Philippines
CICL	Children in Conflict with the Law
CIPEP	Comprehensive and Integrated Public Education Program
CiSS	Children in Street Situations
CITES	Competence, Integrity, Transparency, Excellence, and Service
CLOA	Certificate of Land Ownership Agreement
COVID-19	Coronavirus Disease 2019
CSAC	Children in Situations of Armed Conflict
CSAEM	Anti-Child Sexual Abuse or Exploitation Materials
CSC	Civil Service Commission
CSE	Comprehensive Sexuality Education
CSO	Civil Society Organizations
CWC	Council for the Welfare of Children
DA	Department of Agriculture
DBM	Department of Budget and Management
DENR	Department of Environment and Natural Resources

DENR-MGB	Department of Environment and Natural Resources-Mines and Geosciences Bureau
DepEd	Department of Education
DFA	Department of Foreign Affairs
DHSUD	Department of Human Settlements and Urban Development
DICT	Department of Information and Communications Technology
DILG	Department of the Interior and Local Government
DMW	Department of Migrant Workers
DND	Department of National Defense
DOF	Department of Finance
DOH	Department of Health
DOJ	Department of Justice
DOJ-HRO	Department of Justice-Human Rights Office
DOJAC	Department of Justice Action Center
DOJ-IACAT	Department of Justice-Inter Agency Council Against Trafficking
DOLE	Department of Labor and Employment
DOTr	Department of Transportation
DPWH	Department of Public Works and Highways
DRRM	Disaster Risk Reduction Management
DSWD	Department of Social Welfare and Development
EAP	Education Assistance Program
EBEIS	Enhanced Basic Education Information System
ED	Enforced Disappearances
EDSP	Education for Development Scholarship Program
ELK	Extra-Legal Killings
EOP	End-of-Plan
EO	Executive Order
EP	Emancipation Patent
EU	European Union
FAS-SBMT	Financial Awareness Seminar-Small Business Management Training
FDS	Family Development Sessions
FPIC	Free, Prior, and Informed Consent
FWA	Flexible Work Arrangements
GAA	General Appropriations Act
GAD	Gender and Development
GASTPE	Government Assistance to Students and Teachers in Private Education
GBV	Gender-based violence
GCM	Global Compact for Sale, Orderly and Regular Migration
GCTA	Good Conduct Time Allowance
GEWE	Gender Equality and Women's Empowerment
GFPS	Gender and Development - Focal Point System
GIDA	Geographically Isolated and Disadvantaged Areas
GOs	Government Organizations
HDMF	Home Develepment Fund (Pag-IBIG)
HRBA	Human Rights-Based Approach
HRC	Human Rights Council

HRDD	Human Rights and Human Rights Due Diligence
HRH	Human Resources for Health
HRIAC	Human Rights Issues and Concerns
HRIS	Human Resource Information System
IAC	Inter-Agency Committee
IACAT	Inter-Agency Council Against Trafficking
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social, and Cultural Rights
ICMW	International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families
ICT	Information and communications technology
IDPs	Internally displaced persons
IEC	Information, Education, and Communication
IKSPs	Indigenous Knowledge Systems and Practices
ILC	International Labor Conference
ILO	International Labour Organization
IP	Indigenous Peoples
IP CREATESSF	Indigenous Peoples Culturally Responsive Socioeconomic, Agro-Technology, Ecology, and Special Services Framework
IPMRs	Indigenous Peoples Management Resource Centers
IPMRs	Indigenous Peoples Mandatory Representatives
IPOs	Indigenous Peoples Organizations
IPRA	Indigenous Peoples Rights Act
ISF	Informal settler families
ISP	Internet service providers
JAO	Joint Administrative Order
JJWC	Juvenile Justice and Welfare Council
JMC	Joint Memorandum Circular
JSCC	Justice Sector Coordinating Council
KAS	Knowledge, attitude, and skills
KATROPA	Kalalakihan Tapat sa Responsibilidad at Obligasyon sa Pamilya
LAMPP	Leadership and Management Proficiency Program
LCPC	Local Council for the Protection of Children
LEP	Labor and Employment Plan
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual
LGU	Local Government Unit
LIS	Learner Information System
LPRAP	Local Poverty Reduction Action Plans
LPTRP	Local Public Transport Route Plan
MBSP	Merit-Based Scholarship Program
MCW	Magna Carta of Women
MEAL	Monitoring, Evaluation, Accountability, and Learning
MERS	Monitoring, Evaluation, and Reporting System
MITC	Maritime Industry Tripartite Council
MOA	Memorandum of Agreement
MSEC	Management Screening and Evaluation Committee

MWOs	Migrant Workers Offices
NACC	National Authority of Child Care
NAPC	National Anti-Poverty Commission
NAP EVAW	National Action Plan to End Violence Against Women
NAPWPS	National Action Plan on Women, Peace, and Security
NASPA	National Amateur Sports Programs and Activities
NAT	National Achievement Test
NBI	National Bureau of Investigation
NBP	New Bilibid Prison
NCACL	National Council Against Child Labor
NCDA	National Council on Disability Affairs
NCIP	National Commission on Indigenous Peoples
NCRFW	National Commission on the Role of Filipino Women
NCSC	National Commission of Senior Citizens
NDHS	National Demographic Health Survey
NEDA	National Economic and Development Authority
NGAs	National Government Agencies
NGC	National Government Center
NGOs	Non-Governmental Organizations
NHA	National Housing Authority
NHMFC	National Home Mortgage Finance Corporation
NHRI	National Human Rights Institution
NICA	National Intelligence Coordinating Agency
NJIS	National Justice Information System
NMRF	National Mechanism for Reporting and Follow-up
NNC	National Nutrition Council
NPAC	National Plan of Action for Children
NPS	National Prosecution Service
NRTD	National Recommendations Tracking Database
NSCWPS	National Steering Committee on Women, Peace, and Security
NWPC	National Wages and Productivity Commission
NWRB	National Water Resources Board
ODA	Official Development Assistance
ODSP	OFW Dependent Scholarship Program
OFs	Overseas Filipinos
OFWs	Overseas Filipino Workers
OHCHR	Office of the High Commissioner for Human Rights
OLTCC	Overseas Land-based Tripartite Consultative Council
OPAPA	Office of the Presidential Adviser for Political Affairs
OPAPRU	Office of the Presidential Adviser on Peace, Reconciliation, and Unity
OPPF	Operating Prison and Penal Farm
OSAEC	Online Sexual Abuse or Exploitation of Children
PANTHER	Participation, Accountability, Non-discrimination, Transparency, Human Dignity, Empowerment and Rule of law
PAOS	Post-Arrival Orientation Seminar
PAP	Programs, Activities, and Projects

PBDN	Philippine Business and Disability Network
PCCh	Creation of the Philippine Commission on Children
PCW	Philippine Commission on Women
PDAOs	Persons with Disability Affairs Offices
PDL	Persons Deprived of Liberty
PDOS	Pre-Departure Orientation Seminar
PDP	Philippine Development Plan
PEIS	Public Employment Information System
PEOS	Pre-Employment Orientation Seminar
PESO	Public Employment Service Office
PHIC	Philippine Health Insurance Corporation
PhilSys	Philippine Identification System
PHRC	Presidential Human Rights Committee
PHRCS	Presidential Human Rights Committee Secretariat
PHRP3	3rd Philippine Human Rights Plan
PHRP4	4th Philippine Human Rights Plan
PIPE	Philippine Indigenous Peoples Ethnography
PIPES	Philippine Indigenous Peoples Ethnographic Survey
PJN	Philippine Job Network
PLRC	Philippine Legal Resource Center
PMHN	Philippine Migration Health Network
PMOC	Pre-Marriage Orientation and Counseling
PMOS	Pre-Migration Orientation Seminar
PNMSSPC	Philippine National Multisectoral Strategic Plan on Children in Street Situations
PNP	Philippine National Police
PPA	Parole and Probation Administration
PPAN	Philippine Plan of Action for Nutrition
PRC	Professional Regulation Commission
PRPWD	Philippine Registry for Persons with Disabilities
PSA	Philippine Statistics Authority
PSC	Philippine Sports Commission
PWJA	Philippine Women Judges Association
R&D	Research and Development
R/SCWC	Regional/Sub-Committees on the Welfare of Children
ROP	Revised Rules of Procedure
RPAC	Regional Plan of Action for Children
RPC	Revised Penal Code
RVO	Religious Volunteer Organization
SBMS	Subaybay Bata Monitoring System
SCABET	Subcommittee on Accessibility and Build Environment and Transportation
SCOTEL	Subcommittee on Training, Employment, and Livelihood
SDG	Sustainable Development Goals
SHFC	Social Housing Finance Corporation
SHRA	Senior Human Rights Adviser
SHS	Senior High School
SOGIE	Sexual Orientation and Gender Identity Expression

SPED	Special Education
SPISC	Social Pension for Indigent Senior Citizens
SR	Special Rapporteurs
SSCD	Social Services and Counseling Division
STEAM	Science, Technology, Engineering, Agriculture, and Mathematics
TESDA	Technical Education and Skills Development Authority
TIP	Trafficking-in-Persons
TLA	Treaty Lead Agencies
TPOA	Thematic Program of Action
TRAIN Law	Tax Reform for Acceleration and Inclusion Law
TVET	Technical Vocational Education and Training
TWG	Technical Working Group
TWG-ICESCR	Technical Working Group-International Covenant on Economic, Social, and Cultural Rights
UHC	Universal Health Care
UN	United Nations
UN CCPCJ	United Nations Commission on Crime Prevention and Criminal Justice
UNCRC	United Nations Convention on the Rights of the Child
UN CRPD	United Nations Convention on the Rights of Persons with Disabilities
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples
UNGP	United Nations Guiding Principles on Business and Human Rights
UNHRC	United Nations Human Rights Council
UniFAST	Unified Student Financial Assistance System for Tertiary Education
UNODC	United Nations Office on Drugs and Crime
UNSDCF	UN Sustainable Development Cooperation Framework
UNSPMH	UN Special Procedures Mandate Holders
UNSR	UN Special Rapporteurs
UPD	Unified, Peaceful, and Developed
UPR	Universal Periodic Review
USA	United States of America
VAW	Violence Against Women
VAWG	Violence Against Women and Girls
VSO	Vulnerable Sector Office
WCPP	Women and Children Protection Program
WGWDs	Women and Girls with Disabilities
WODP	Worker's Organization Development Program
WPP	Witness Protection Program
WPSBP	Witness Protection, Security and Benefits Program
WRMO	Water Resources Management Office

4TH PHILIPPINE HUMAN RIGHTS PLAN (PHRP4) DEVELOPMENT CORE TEAM

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NON-GOVERNMENT, CIVIL SOCIETY, AND PRIVATE PARTICIPANTS

NORTHERN AND CENTRAL LUZON JOINT REGIONAL CONSULTATION

1. Agricola Approach Association, Inc.
2. Ako Ang Saklay, Inc.
3. Alyansa ng Katutubong Kababaihan ng Pilipinas (AKKAP)
4. Area-Based Standard Network Pampanga (ABSNET)
5. Ateneo Human Rights Center (AHRC)
6. Autism Society Philippines (ASP)
7. Ayta Mag-Antsi of CADT 025-A Indigenous People's Organization
8. CBCP - Episcopal Commission for the Pastoral Care of Migrants and Itinerant People (ECMI)
9. Center for Youth Advocacy and Networking, Inc. (CYAN)
10. Central Luzon Federation of Persons with Disabilities (CLFPWD)
11. Central Luzon League of Persons with Disabilities Officers (CLLPDAO)
12. Citizens' Disaster Response Center Foundation, Inc. (CRDC)
13. Floridablanca Ayta Ancestral Domain, Inc. (FAADFI)
14. Freeport Workers' League
15. Galang Philippines Inc.
16. Indigenous Peoples Mandatory Representative (IPMR) of Porac, Pampanga
17. Kaisahan ng Maykapansanan (KAISA-KA) PWD Federation of the City of San Jose del Monte, Bulacan
18. La Union Federation of Indigenous Peoples Organization, Inc.
19. Lingap Pangkabataan, Inc.
20. Medical Action Group, Inc. (MAG)
21. Model Sangguniang Kabataan Network
22. Naguilian Federated Lesbian, Gay, Bisexual, Transgender+, Inc. (NFLGBT+I)
23. Pederasyon ng Kababaihan Lingkod Bayan sa Pilipinas, Inc.
24. Project Life Subic
25. Rural Improvement Club (RIC)
26. Samahan ng Taong may Kapansanan sa Bataan, Inc. (SATAMAKABA)
27. San Jose City Federation of Persons with Disability
28. Tribal Communities Association of the Philippines (TRICAP)
29. Unang Hakbang Foundation, Inc. (UHF)
30. Yes for Peace, Inc.
31. Young Bataeños for Environmental Advocacy Network
32. Zonta Club of Pampanga

NATIONAL CAPITAL REGION CONSULTATION

1. Alternative Law Groups (ALG)
2. Autism Society Philippines (ASG)
3. Amnesty International Philippines
4. Aniban para sa Lehitimong Paninirahan Ligtas sa Sakuna
5. Asmae - Soeur Emmanuelle Philippines, Inc.
6. Ateneo Human Rights Center (AHRC)
7. Center For Migrant Advocacy (CMA) Philippines
8. Child Rights Coalition Asia (CRC Asia)
9. Civil Society Network For Education Reforms (E-Net Philippines)

10. Climate Action and Human Rights Institute (CAHRI)
11. Catholic Bishops' Conference of the Philippines - Episcopal Commission on Prison Pastoral Care (CBCP-ECPPC)
12. End Child Prostitution in Asian Tourism (ECPAT) Philippines
13. Families of Victims of Involuntary Disappearance (FIND)
14. Federation of CWD Under Parent in Quezon City Inc.
15. Global Reporting Initiative Network Asean
16. Homenet Multi-Purpose Cooperative (HMPC)
17. Humanitarian Legal Assistance Foundation, Inc. (HLAF)
18. Initiatives for Dialogue and Empowerment Through Alternatives Legal Services, Inc. (IDEALS, Inc.)
19. Kaakbay ng Guro Inc.
20. Kapisanan ng mga Kamag-Anak ng Migranteng Manggagawang Pilipino (KAKAMMPI)
21. Kasarian-Kalayaan, Inc. (Sarilaya, Inc.)
22. Kababaihang may Kapansanan ng Lungsod Quezon
23. Life Haven Center for Independent Living
24. Malinta Waterways Alliance Housing Cooperative (MWAHC)
25. Miriam College - Women and Gender Institute (WAGI)
26. National Council for Solo Parents, Inc. (NCSP)
27. National Youth Volunteers Coalition
28. Overseas Filipino Workers Federation, Inc.
29. Philippine Alliance of Human Rights Advocates (PAHRA)
30. Prisoners' Enhancement and Support Organization (PRESO)
31. Psoriasis Philippines
32. Pambansang Kapisanan ng mga May Kapansanan ng Pilipinas, Inc. (PKMKPI)
33. Philippine Association for Intercultural Development (PAFID)
34. Philippine Federation of the Deaf, Inc.
35. Philippine Jesuit Prison Service Foundation, Inc. (PJPS)
36. Pimentel Institute for Leadership and Governance (PILG)
37. Quezon City Persons with Disability Affairs Office
38. Samahang Pangkabuhayan sa Kamaynilaan (SANGKAMAY)
39. Save the Children Philippines
40. Society of Trans Women of the Philippines (STRAP)
41. United Architects of the Philippines (UAP)
42. United Filipino Global
43. Women with Disabilities Leap to Social and Economic Progress, Inc. (WOWLEAP, Inc.)
44. Women's Global Network for Reproductive Rights (WGNRR)
45. Yes for Peace, Inc.
46. Youth Meets The Children Organization (YMETCO)
47. Youth Strike 4 Climate Philippines
48. Zuellig Family Foundation

SOUTHERN LUZON REGIONAL CONSULTATION

1. Ahon Batang CALABARZON - University of the Philippines - Los Baños (ABACA-UPLB)
2. Alliance for the Family Foundation Philippines Inc. (ALFI)
3. Association of Women with Disability (AWWD)
4. Atikha Overseas Workers and Communities Initiatives, Inc.
5. Batangas Transport Cooperative (BATRASCO)
6. Binangonan Ondoy Solidarity Association (BOSA)
7. Blessed Federation of Farmers and Fishermen International, Inc.
8. Carpena: United Clan, Inc.

9. Catholic Bishops Conference of the Philippines Episcopal Commission on Prison Pastoral Care Diocese of Gumaca
10. Cavite Information and Communications Technology Council, Inc.
11. Community Organizers Multiversity
12. Eagle Squad Anti-Crime, Inc. (ESAI)
13. Emilio Aguinaldo College Cavite (EAC-Cavite)
14. Federation of Free Workers (FFW)
15. Gatid Motorcycle Riders Group
16. Girl Scouts of the Philippines (GSP)
17. Hands Off Our Children Movement, Inc.
18. Imok ARC Women's and Farmers' MPC
19. Initiatives for Dialogue and Empowerment through Alternative Legal Services (IDEALS)
20. Kalinga at Agapay Laguna Center
21. Kalipunan ng Liping Pilipina Nasyonal, Inc. (KALIPI-NASYONAL)
22. Kilusang Pagbabago Pilipinas, Inc.
23. Laguna Cacao Farmers Association (LCFA)
24. Laguna Muslim Federation Council, Inc.
25. Laguna Provincial Federation of Persons with Disabilities, Inc. (LPFPWDI)
26. Lingap Para sa Kalusugan ng Sambayanan (LiKaS)
27. Lupang Arenda Homeowners Federation, Inc. (LAHOFI)
28. Mabini Movement
29. Naga City Federation of Person with Disability
30. Open Arms Organization
31. Open Heart Foundation Worldwide, Inc.
32. Pearl of the Orient International Auxilliary Chaplains Values Educator
33. Pederasyon ng Kababaihan Lingkod Bayan sa Pilipinas Incorporated (PKLBI)
34. Persons with Disability Office - Batangas City, Province of Batangas
35. Poor People Power Movement (PPPM) - Urban Poor Sector
36. Poor People Power Movement (PPPM) - Women's Sector
37. Project Smile
38. Province of Batangas OFW Association
39. Provincial Cooperative Development Council
40. Provincial Federation of Barangay Health Workers of Laguna
41. Provincial Social Welfare and Development Office
42. Public Services Labor Independent Confederation
43. Rizal Informal Sector Coalition Inc.
44. Rizal Provincial Government/Provincial Disability Affairs Office
45. Rural Improvement Club of Santa Cruz, Laguna
46. Samahan ng mga Ahente ng Lupa at Bahay (SALBA)
47. Samahang Taga-Bukid ng Sta, Cruz Laguna Consumers Cooperative
48. Santa Cruz Market Vendors Credit Association
49. Save the Children Philippines
50. Sinag Kalinga Foundation Inc
51. Sipag at Tiyaga Kababaihan
52. Solo Parent Organization Ng Pila
53. Strong Philippines Cooperation For Vigilance Federation Inc.
54. Tahanang Walang Hagdanan, Inc.
55. Wagayway Equality Association Inc.
56. Youth for Just Transition Network

WESTERN VISAYAS REGIONAL CONSULTATION

1. Alliance for Peace Environment and Sustainability (APES)
2. Antique Parents Association
3. Antique Provincial Persons with Disability Affairs Office
4. Asosasyon ng may Kapansanan sa Munisipalidad ng San Jose de Buenavista (AKMA)
5. Atikha Overseas Workers and Communities Initiatives, Inc. - Region VI
6. Bukidnon United Tribe Association
7. Caticlan OFW and Beneficiary Association
8. Catmon Multipurpose Cooperative
9. Central Philippine Union - Rank and File Labor Union
10. Citizens Crime Watch Tigbauan Chapter - Iloilo City
11. Federation for Reform Initiative Empowerment Nation Building and Development
12. Freedom from Debt Coalition (FDC) - Iloilo Chapter
13. Green Forum Panay Guimaras (GFPG), Inc.
14. Guadalupe Libacao OFW and Family Association
15. Homeless People's Federation Philippines, Inc.
16. Iloilo City Public School Teachers and Employees Multi-Purpose Cooperative (ICPSTE-MPC)
17. Iloilo City Urban Poor Federation, Inc. (ICUPFI)
18. Indigenous Peoples Organization Garangan Masaroy Agcalaga CADT
19. International Care Ministries Foundation, Inc.
20. Kalibo Migrants Support Group (KMSG)
21. Kapisanan ng may Kakayahang Kapansanan, Inc.
22. Karibuhan Kae Mimi Ati Ipo
23. Labor Education Advocacy and Development Peace
24. League of Parents of the Philippines (LPP)
25. Love Our Own Brethren (LOOB) Incorporated
26. Madalag OFW and Family Association
27. Network of Advocates for Children's Welfare & Development, Inc. (ADNET)
28. Panay Bukidnon of Capiz Provincial IPMR
29. Panay Bukidnon of Jamindan, Capiz
30. Participatory Research Organization of Communities and Education Towards Struggle for Self-Reliance (PROCESS) Foundation-Panay, Inc.
31. Persons with Disability Affairs Office - Pilar, Capiz
32. Persons with Disability Affairs Office - Sagay City, Negros Occidental
33. Poblacion Kalibo OFW and Family Association
34. Positive Youth Development Network (PYDN)
35. Public Services Labor Independent Confederation (PSLINK) Visayas Regional Council
36. Signpost Philippines, Inc.
37. Sphere Drivers and Operators Transport Cooperative (SDOTC)
38. Transport Alliance for Sustainable Development (TASD)
39. Ulikid Parents Organization, Inc.
40. United KIF-ACO Force Multiplier, Inc.
41. University of Mindanao Broadcasting Network (UMBN)
42. Western Visayas Network of Social Development NGOs, Inc. (WEVNET)
43. Western Visayas Religious Council (WVRC)
44. Women with Disability of Antique
45. World Vision Development Foundation, Inc.
46. Youth Voices Count, Inc.

CENTRAL AND EASTERN VISAYAS JOINT REGIONAL CONSULTATION

1. A2D Project - Research Group for Alternatives to Development, Inc.
2. Action for Nurturing Children and Environment, Inc. (ANCE)
3. Alliance of Concerned Teachers (ACT) - Region VII
4. Alliance of Marigondon Urban Poor Associations (AMUPA)
5. Associated Labor Unions (ALU) - Central Visayas Region
6. Association of Mactan Persons with Disabilities (AMPeD)
7. Ata Indigenous Cultural Community, Bais, Negros Oriental
8. Ata Indigenous Cultural Community, Mabinay, Negros Oriental
9. Ati - South Poblacion, Naga City, Cebu
10. Ati Tribe Performers and Workers Association
11. Badjao - Barangay Totolan, Dauis, Bohol
12. Badjao - Sitio Naba, Mambaling, Cebu City
13. Badjao - Sitio Puntod, Mambaling, Cebu City
14. Baigani Community
15. Bantay Banay Organization
16. Beato Tommaso Maria Fusco Hope House, Inc.
17. Bidlisiw Foundation, Inc.
18. Blind Association of Lapu-Lapu City
19. Commission for the Pastoral Care - Episcopal Commission for the Pastoral Care of Migrants and Itinerant People
20. Carol-An Bukidnon Indigenous Cultural Community (ICC) - Negros Oriental
21. Cebu Archdiocesan Prison Apostolate
22. Cebu City Federation of Persons With Disability
23. Cebu City PWD Youth Federation
24. Cebu Province Ministerial Association
25. Cebu United Rainbow LGBT+ Sector, Inc. (CURLS)
26. Central Visayas Network of NGOs, Inc. (CENVISNET)
27. Children of Asia Philippines
28. Children's Legal Bureau, Inc.
29. Couples for Christ
30. Deaf Association of Lapu-Lapu City
31. Diocese of Tagbilaran
32. Ecosystems Work for Essential Benefits (ECOWEB), Inc.
33. Eskaya Indigenous People Tribe - Biabas, Guindulman, Bohol
34. EverFree Philippines
35. Federation for the Welfare of Persons with Disability in Mandaue City Inc.
36. Federation of Senior Citizens Association of the Philippines - San Fernando
37. Firefly Brigade, Inc.
38. Free Legal Assistance Group (FLAG) - Central Visayas
39. IDUCARE – Cebu City
40. In Defense of Human Rights and Dignity (IDefend) Movement
41. Integrity and Anticorruption Centre – Asia (IACA)
42. Jesus Reigns Community Church
43. Kaabag Mandaue LGBTQ Federation
44. Kaabag sa Sugbo Foundation, Inc.
45. Kalihukan sa Kaluoy, Inc.
46. KARAPATAN
47. Kinayan Fishermen's Association
48. Landless Urban Poor Association (LUPA), Inc.

49. Lapu-Lapu City Federation of Person with Disabilities Incorporated
50. Legal Alternatives for Women (LAW) Center, Inc.
51. Leyte Center for Development (LCDE)
52. Little Servants of Christ the King (LSCK)
53. Mactan Christian Centre, Inc.
54. Maguikay Women's Organization
55. Mandaue Sabang Danao Multicab Operators and Drivers Multi-Purpose Cooperative (MASADAMOD MPC)
56. Migrante Philippines
57. Partido Lakas ng Manggagawa (PLM) - Cebu
58. Persons with Disability Affairs Office - Mandaue City
59. Philippine Federation of the Deaf, Inc. (PFD)
60. Philippines Paralegal for Human Rights
61. Pier 1 Arellano Riders
62. Pagtambayayong - A Foundation for Mutual Aid, Inc.
63. Public Employment Service Office Managers of the Philippines (PESOMAP) - Bohol, Inc.
64. Resources for the Blind, Inc.
65. Rider's Organizations
66. Sanlakas - Cebu
67. Sanlakas - Mandaue
68. Seven Sisters of Servants of Mary Elderly Home, Inc.
69. Sitio Bato Urban Poor Association, Inc.
70. SOS Children's Village Cebu
71. Stella Maris Seafarers Center - Cebu Foundation, Inc.
72. StreetLawPH
73. Student Catholic Action of the Philippines (SCAP)
74. Subangdaku Harmony and Advocacy for Gender Inclusiveness and Tolerance
75. Sulong Mandauehanong Kabus (SUMAKA)
76. Supreme Student Council Society of the Philippines Cebu Chapter
77. Tañon Strait Fisherfolk Federation
78. University of Southern Philippines Foundation (USPF)
79. Urban Poor Alliance Cebu
80. Victoria Multi-Purpose Cooperative
81. Visayas Institute for Human Development Advocacy (VIHDA), Inc.
82. Women's with Disability Rights Organization - Cebu City
83. Youth Lead Philippines, Inc.

NORTHERN MINDANAO AND CARAGA JOINT REGIONAL CONSULTATION

1. Assistance and Cooperation for Community Resilience and Development, Inc. (ACCORD)
2. Al-Jal-Jalis As-Salih (The Good Companion), Inc.
3. Ang Grupo sa Armadong Kusog Spiritual ng Mindanao, Inc.
4. Bantay Bayan – Cagayan de Oro
5. Butuan-Caraga Urban Poor Alliance, Inc. (BUCUPA)
6. Cagayan de Oro Press Club (COPC)
7. Cagayan Federation of Peoples Organizations
8. Calabrian Children's Foundation, Inc. (CCF)
9. Caraga Children Advocates Network
10. Cagayan de Oro First Assembly of God Church
11. Cagayan de Oro Polymedic Medical Group
12. Charis Theos Christian Church
13. Citizen Crime Watch - Region X

14. Citizen Initiative Support Riders Group
15. Couples for Christ Gawad Kalinga
16. Cagayan de Oro Persons With Disability Association, Inc.
17. Caraga Force of Persons with Disabilities, Inc.
18. Differently-Abled Women Network (DAWN) Northern Mindanao, Inc.
19. Deaf Association of Misamis Oriental
20. Ecosystems Work for Essential Benefits, Inc. (ECOWEB)
21. Federation of Motorela Operators and Drivers in Cagayan de Oro
22. Federation of Senior Citizens Association of the Philippines (FSCAP) Butuan City Chapter, Inc.
23. Ganda Natural Farming System
24. Guardians Brotherhood Incorporated- Mainstream (GBIM)
25. Glory Cloud Global Fellowship Inc.
26. ICC/IP Mamanwa of Gigaquit, Surigao del Norte
27. IP Youth
28. Intervention Center for Autism and Related Exceptionalities
29. Kabataan Children with Disability Association, Inc.
30. Kiwanis International
31. Lorega Ancestral Management and Development for All Generation, Inc. (LAMDAG)
32. Loving Presence Foundation, Inc.
33. Manobo-Talaandig ICCs/IPs
34. Maranao People Development Center, Inc. (MARADECA)
35. MASS-SPECC Cooperative Development Center
36. Parents Mobilization Action Group
37. Patrol Police Force Multipliers, Inc.
38. Molugan PWD Organization
39. Philippine Blind Union (PBU)
40. Provincial Tribal Council of Agusan del Sur
41. Salaam Police Advocacy Group
42. Senior Citizens Association of Butuan City, Inc.
43. Sea and Sun Ministries International, Inc.
44. Surigao del Norte Media-Citizen Council
45. Unified Kerentiken Ilentungen Manobo Tribal Council
46. Volunteers in Prison Service Ministry Archdiocese of Cagayan de Oro
47. Zaka 2020 Philippines

SOCCSKSARGEN AND DAVAO JOINT REGIONAL CONSULTATION

1. Adolescent Health Advocates (AHA) of Mindanao Association, Inc.
2. Amaya Lay in Mindanao, Inc.
3. Association of Differently Abled Multi-Purpose Cooperative (ADAP-MPC)
4. Association of Person with Disability
5. Balik-Islam Council of Davao City
6. Batang Astig Moro
7. Citywide Federation of PWD
8. Coalition of Social Development Organization in South Cotabato (CSDO-SC)
9. Davao Jubilee Foundation, Inc.
10. Digos City PWD Advocates and Workers with Disabilities Association
11. Family Planning Organization of the Philippines (FPOP)
12. Famin Village Phase 3 Homeowner's Association General

13. GenSan Workers Deaf Association
14. Glan Association of Differently-Able Person
15. Grupo Uban sa nga Ginikanan Andam Moatiman sa mga Anak Espesyal (GUGMA)
16. Holy Trinity College of General Santos City
17. Humanitarian Organization for Peace Engagements (HOPE) Kababaihan Group
18. Inter-Cultural Organizations' Network for Solidarity and Peace, Inc.
19. IP Women - Labangal, General Santos City
20. IP Women - Maitum, Sarangani, General Santos City
21. IP Women - Provincial Tribal Chieftain, Davao del Norte
22. IP Youth - Alabel, Sarangani, General Santos City
23. IPs Head Unified Bagobo - Tagabawa, Davao Del Sur
24. Josefa Segovia Foundation, Incorporated
25. Kabataan Kontra Droga at Terorismo (KKDAT) Madrid Chapter
26. Kabayan Action Group - Anti Crime Unit
27. Kahugpungan sa may Kapansanan sa Brgy. 10A
28. Kahugpungan sa mga Gawasnong Organisasyon sa Kabanikanhang Mindanao
29. Kahugpungan San Lorenzo Hanong Katilingban Homeowners Association Federation, Inc.
30. Mainit Youth Organizations
31. Malungon PWD Consumers Cooperative
32. Midsayap Federation of Differently Abled Persons
33. Mindanao Association of Muslim with Disabilities (MAMDi)
34. Mindanao Land Foundation, Inc.
35. Mindanao Migrants Center for Empowering Actions, Inc. (MMCEAI)
36. Mindanao Trade Expo Foundation, Inc. (MTEFI)
37. Moro Against Racial Injustice Alliance Movement (MARIAM Inc.)
38. National Youth Volunteers Coalition, Inc. (NYVC)
39. Notre Dame of Marbel University
40. Obed's House Ministries, Inc.
41. Overseas Family Community Council of Davao de Oro (OFCCDDO)
42. Parents Mobilization Action Group (PMAG)
43. Norala Association of Persons with Disabilities
44. Provincial Tribal Chieftain, Davao del Sur
45. Provincial Tribal Chieftain, Davao Occidental
46. PSWDO Alabel Capitol Sarangani Province – PWD - Sarangani Federation, Inc.
47. Public Services Labor Independent Confederation (PSLINK)
48. SIAD Initiatives in Mindanao-Convergence for Asset Reform & Regional Development, Inc. (SIMCARRD)
49. SOCCSKSARGEN Peace Advocates for Nation-Building and Development
50. Social Action Center of the Diocese of Marbel
51. Southpoint College of Arts and Technology, Inc.
52. Supreme Student Council - Mindanao State University (SSC - MSU) - General Santos City
53. Tagum SDG Youth Action Force
54. Tambayan Center for Children's Rights, Inc.
55. Tribal Leader - Carmen, Cotabato City
56. United Force People's Organization (UFPO) of Davao
57. Yes We Care Tri-People Association, Inc.
58. Youth Service Philippines (YSP) - Talaingod Chapter

ZAMBOANGA AND BARMM JOINT REGIONAL CONSULTATION

1. American Field Service (AFS) Intercultural Programs Philippines
2. Assembly Masses and Basic Sectors for Unity and Harmony - Initiatives for Normalization and Advancement for Human security (AMBUH-INAH)
3. Bacungan Vendors Association
4. Bugsay of Dapitan City
5. Coexister Philippines
6. Communication Association of Youth in Action (CYAN)
7. Confederation of Homeowners Association
8. Denraceae Multi-Purpose Cooperative
9. Diocese of Dipolog Prison Ministry
10. DMC College Foundation, Inc. - Supreme Student Government Higher Education
11. Ebenezer Community Alliance Church (ECAC)
12. Federation of Zamboanga City Civil Society Organization (FZCCSOI)
13. Integrated Resource Development For Tri-People, Inc. (IRDT)
14. Kabalikat Radiocom Philippines, Inc.
15. Kapisanan ng mga Broadkaster ng Pilipinas (KBP)
16. Katipunan ng mga Maykapansanan sa Ipil (KAMPIL)
17. Kolibugan Indigenous Cultural Community - Zamboanga City
18. Las Mujeres de Tumaga
19. Layag Pusaka, Inc.
20. Members Church of God International (MCGI)
21. Mindanao Indigenous Peoples' Affairs-Bangsamoro Autonomous Region in Muslim Mindanao (MIPA-BARMM)
22. Minister's Association of Zamboanga Peninsula (MAZPE)
23. Mt. Mahuson Farmers Association
24. Mujer LGBT Organization, Incorporated
25. Panaghiusa para sa mga Kabus sa Zamboanga City (PAKAZA)
26. Philippine Alliance of Government Employees with Disabilities, Inc.
27. Provolve Skills Bridge, Inc.
28. Prumpung Women's Waivers
29. Putik Riverside Homeowner's Association, Inc.
30. Sitio Subah Batang Farmers and Fisherfolks Association
31. Tawi-Tawi Alliance of Civil Society Organizations, Inc. (TACOS)
32. Tawi-Tawi Alliance of Persons with Disabilities, Inc.
33. Tulungatung Women's Association
34. Ugis Tribal Farmers Association
35. United States Government Alumni Association - Zamboanga City
36. USAD Ka-ZamPen
37. Zampen Federation of PWDs
38. United States Government Alumni Association - Zamboanga City
39. Villa C. Sudiacal Rural Improvement
40. Vamos Jovenes
41. Western Mindanao State University, Peace and Human Security Institute Office
42. WMSU Youth Peace Mediator-UNESCO Club
43. Womens Informal Sector of Zamboanga City
44. Workers of the Informal and Economy De Zamboanga

45. Youth Service Philippines Zamboanga City
46. Zamboanga Adventist Center
47. Zamboanga City Urban Poor Sector Women Federation Inc.
48. Zamboanga Del Norte Persons with Disability Association
49. Zamboanga Simariki Island Sama Bangingi Association
50. Zamboanga Alliance of Transport Workers for Livelihood Program
51. Zamboanga Youth Advocates for Change

GOVERNMENT AGENCIES IN THE PHRP4 DEVELOPMENT PROCESS

1. AO 35 Secretariat
2. Armed Forces of the Philippines - Center for Law of Armed Conflict
3. Bangsamoro Planning and Development Authority - Bangsamoro Autonomous Region in Muslim Mindanao
4. Bangsamoro Women Commission
5. Barangay Tagbak Indanan, Sulu
6. Barangay San Isidro, General Santos City
7. Bureau of Corrections
8. Bureau of Fisheries and Aquatic Resources
9. Bureau of Immigration
10. Bureau of Jail Management and Penology - Headquarters
11. Bureau of Jail Management and Penology - Region VII
12. Bureau of Jail Management and Penology - Region X
13. Career Executive Service Board
14. Central Luzon Regional Development Council
15. City Population Office/Dumaguete City Government
16. Civil Service Commission
17. Commission on Elections
18. Commission on Higher Education
19. Commission on Human Rights - Central Visayas
20. Commission on Human Rights - Cordillera Administrative Region
21. Commission on Human Rights - Central Office
22. Commission on Human Rights - Region IX
23. Commission on Human Rights - Central X
24. Commission on Human Rights - Region XII
25. Commission on Population and Development
26. Cooperative Development Authority
27. Council for the Welfare of Children
28. Department of Agrarian Reform
29. Department of Agriculture
30. Department of Budget and Management
31. Department of Education - Central Office
32. Department of Education - Region XII
33. Department of Environment and Natural Resources
34. Department of Foreign Affairs
35. Department of Health
36. Department of Human Settlements and Urban Development - Central Office
37. Department of Human Settlements and Urban Development - Social Housing Finance Corporation
38. Department of Information and Communications Technology
39. Department of Interior and Local Government - Central Office
40. Department of Interior and Local Government - Region IX
41. Department of Interior and Local Government - Region XII
42. Department of Justice - Board of Pardons and Parole
43. Department of Justice - Central Office
44. Department of Justice - Committee for the Special Protection of Children
45. Department of Justice - Human Rights Office
46. Department of Justice - Land Registration Authority

47. Department of Justice - Parole and Probation Administration
48. Department of Justice - Planning and Management Service
49. Department of Justice - Region VI
50. Department of Labor and Employment - Central Office
51. Department of Labor and Employment - Region VII
52. Department of Migrant Workers - Central Office
53. Department of Migrant Workers - Region IX
54. Department of Migrant Workers - Region VI
55. Department of Migrant Workers - Region VII
56. Department of Migrant Workers - Region XI
57. Department of National Defense
58. Department of Public Works and Highways
59. Department of Social Welfare and Development - Central Office
60. Department of Social Welfare and Development - Region III
61. Department of Trade and Industry
62. Department of Transportation
63. Early Childhood Care and Development Council
64. Government Service Insurance System
65. Home Development Mutual Fund (Pag-IBIG Fund)
66. House of Representatives - Committee on Housing and Urban Development
67. House of Representatives - Committee on Revision of Laws
68. Juvenile Justice and Welfare Council
69. Local Government Unit - Antipolo
70. Local Government Unit - Mabalacat
71. Local Government Unit - Sulu
72. Mindanao Indigenous Peoples' Affairs (MIPA) - Bangsamoro Autonomous Region in Muslim Mindanao
73. National Anti-Poverty Commission
74. National Authority for Child Care
75. National Bureau of Investigation
76. National Center for Mental Health
77. National Commission for Culture and the Arts
78. National Commission on Indigenous Peoples - Central Office
79. National Commission on Indigenous Peoples - Region IV
80. National Commission on Indigenous Peoples- Region IX
81. National Commission on Indigenous Peoples- Region XI
82. National Commission on Indigenous Peoples- Region XII
83. National Commission of Senior Citizens
84. National Council on Disability Affairs
85. National Disaster Risk Reduction and Management Council
86. National Economic and Development Authority - Central Office
87. National Economic and Development Authority - Region VI
88. National Economic and Development Authority - Region X
89. National Economic and Development Authority - Region XII
90. National Home Mortgage Finance Corporation
91. National Housing Authority
92. National Nutrition Council
93. National Youth Commission
94. Office of the President - Office of the Presidential Adviser on Peace, Reconciliation, and Unity
95. Office of the President - Presidential Legislative and Liaison Office
96. Overseas Workers Welfare Administration - Region VI

97. Person with Disability Affairs Office - Pagadian City
98. Person with Disability Office - Batangas City, Province of Batangas
99. Person with Disability Office - Provincial Government of Laguna
100. Philippine Army
101. Philippine Commission on Women
102. Philippine Drug Enforcement Agency
103. Philippine Economic Zone Authority
104. Philippine Guarantee Corporation
105. Philippine Judicial Academy
106. Philippine National Police - Headquarters
107. Philippine National Police - Directorate for Investigation and Detective Management
108. Philippine National Police - Human Rights Affairs Office
109. Philippine National Police - Police Community Relations
110. Philippine National Police - Women and Children Protection Center
111. Philippine Sports Commission
112. Philippine Statistics Authority
113. Provincial Social Welfare and Development Office - Cebu City
114. Provincial Social Welfare and Development Office - Quezon Province
115. Public Attorney's Office
116. Quezon City Bangsamoro Affairs and Service
117. Quezon City Persons with Disability Affairs Office
118. Senate of the Philippines - Committee on Urban Planning, Housing, and Resettlement
119. Senate of the Philippines - Office of Senator Bong Go
120. Social Housing Finance Corporation
121. Social Security System
122. Supreme Court - Office of the Court Administrator
123. Technical Education and Skills Development Authority
124. Western Mindanao State University, Peace and Human Security Institute Office



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